



Nassau County Wellness Committee Meeting

November 17, 2022



Wellness Committee Meeting

Thursday, November 17, 2022, at 10:00 a.m.



Agenda:

- **Welcome**
- **Old Business**
 - 2022 Wellness Reimbursement
 - 2022 Aetna Wellness Fund Balance/Florida Blue Balance
 - 2022 Wellness Screenings Results
- **New Business**
 - 2023 Wellness Program
 - 2023 Wellness Challenges
 - 2023 Aetna Wellness Funds
 - 2023 Wellness Budget
- **Any Other Business to Come Before the Committee**
 - Next Meeting

commit to be **fit**

Health and Wellness Screening Report



Nassau BOCC



May - June 2022



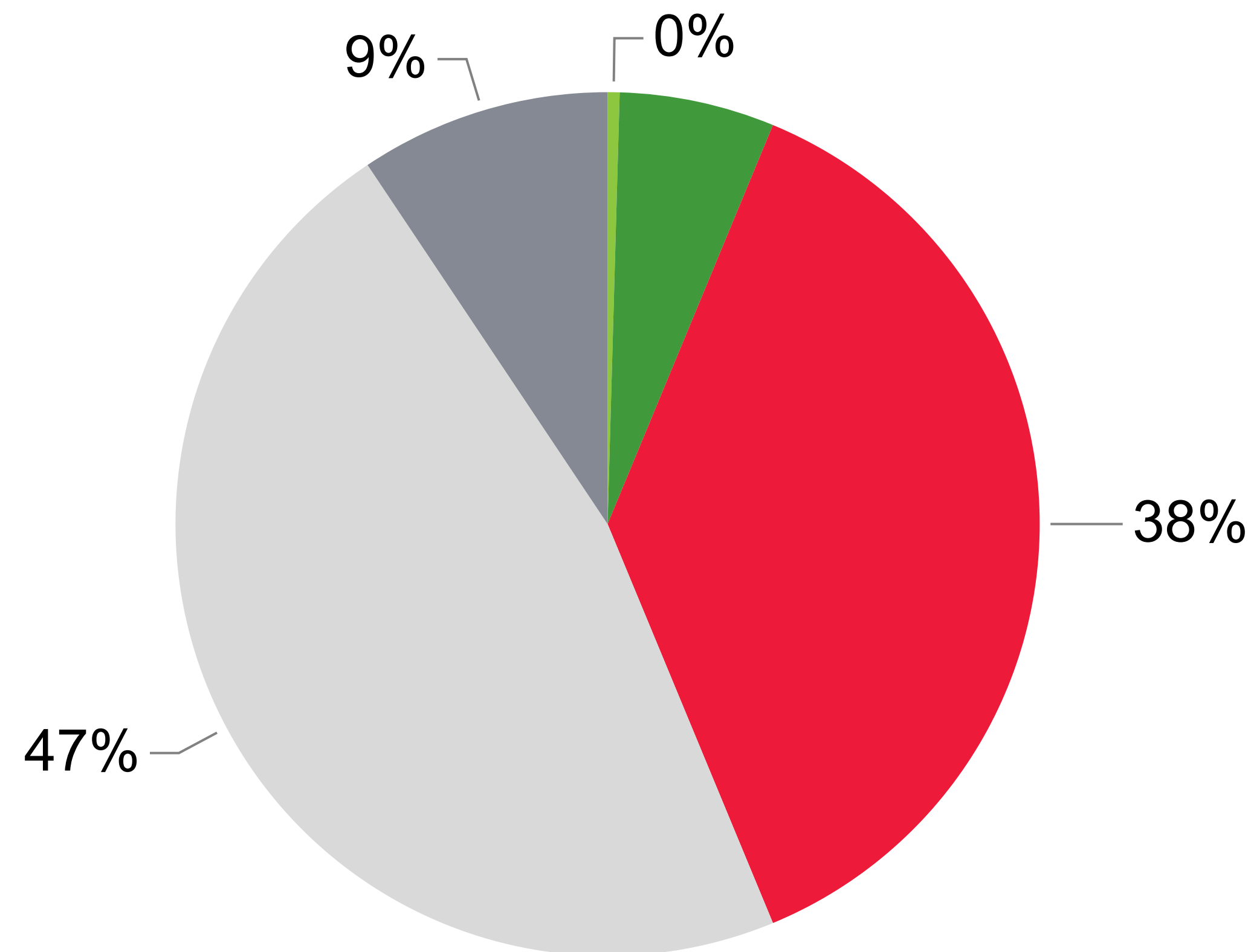
Summary Table

Biometric Measures & Health Risks		At Risk	Nassau BOCC 2021	Nassau BOCC 2022
Total Cholesterol	>= 200		27%	28%
HDL (Good) Cholesterol	< 40		18%	15%
Cholesterol / HDL Ratio	> 4.0		30%	25%
Glucose	>= 100 Fasting; >= 140 Non Fasting		24%	19%
Blood Pressure	>= 120 / 80		58%	63%
BMI	>= 25		84%	83%
BMI	> 27.5		69%	64%
Tobacco Use	Yes		11%	12%
Alcohol	Males >= 15; Females >= 8 Drinks / Week		3%	2%
Stress	Often to Always		18%	15%
Physical Activity	Less Than 4 Days / Week		72%	71%
Poor Nutrition	1 or Fewer Servings of Fiber / Week		31%	29%
Glucose C.V.			2	1
Blood Pressure C.V.			1	4
Participant Count			182	224



Perceived Health & Readiness to Change

State of Health



The Stages of Change (transtheoretical) model theorizes that health behavior change involves progress through six stages of change: precontemplation, contemplation, preparation, action, maintenance, and termination.

Wellness programming is generally focused on the first five, as listed in the chart below. (Prochaska & Velicer)

● Poor ● Below Average ● Average ● Good ● Great

Nutrition

43%



Stress

27%



Exercise

56%



Blood Pressure

15%



Diabetes

5%



Cholesterol

11%



Weight

69%



Smoking

6%





2 Year Cohort Comparison

Participant Count

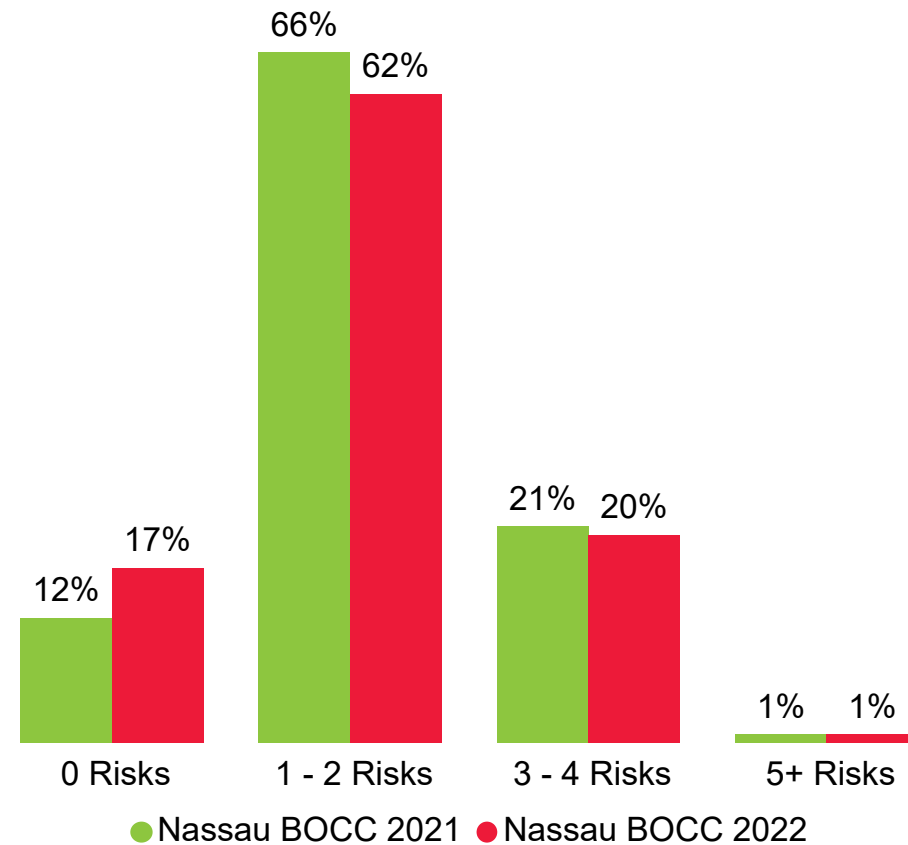
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Nassau BOCC
2021

Nassau BOCC
2022

Total Cholesterol	27%	25%
HDL Cholesterol	16%	13%
TC/HDL Ratio	30%	22%
Glucose	23%	20%
Blood Pressure	62%	65%
BMI >= 25	85%	85%
BMI > 27.5	69%	66%
Tobacco Use	9%	9%
Alcohol	2%	2%
Stress	17%	15%
Physical Activity	74%	75%
Nutrition	36%	29%
Blood Pressure C.V.	0	4
Glucose C.V.	2	0

Cohort Risk Stratification



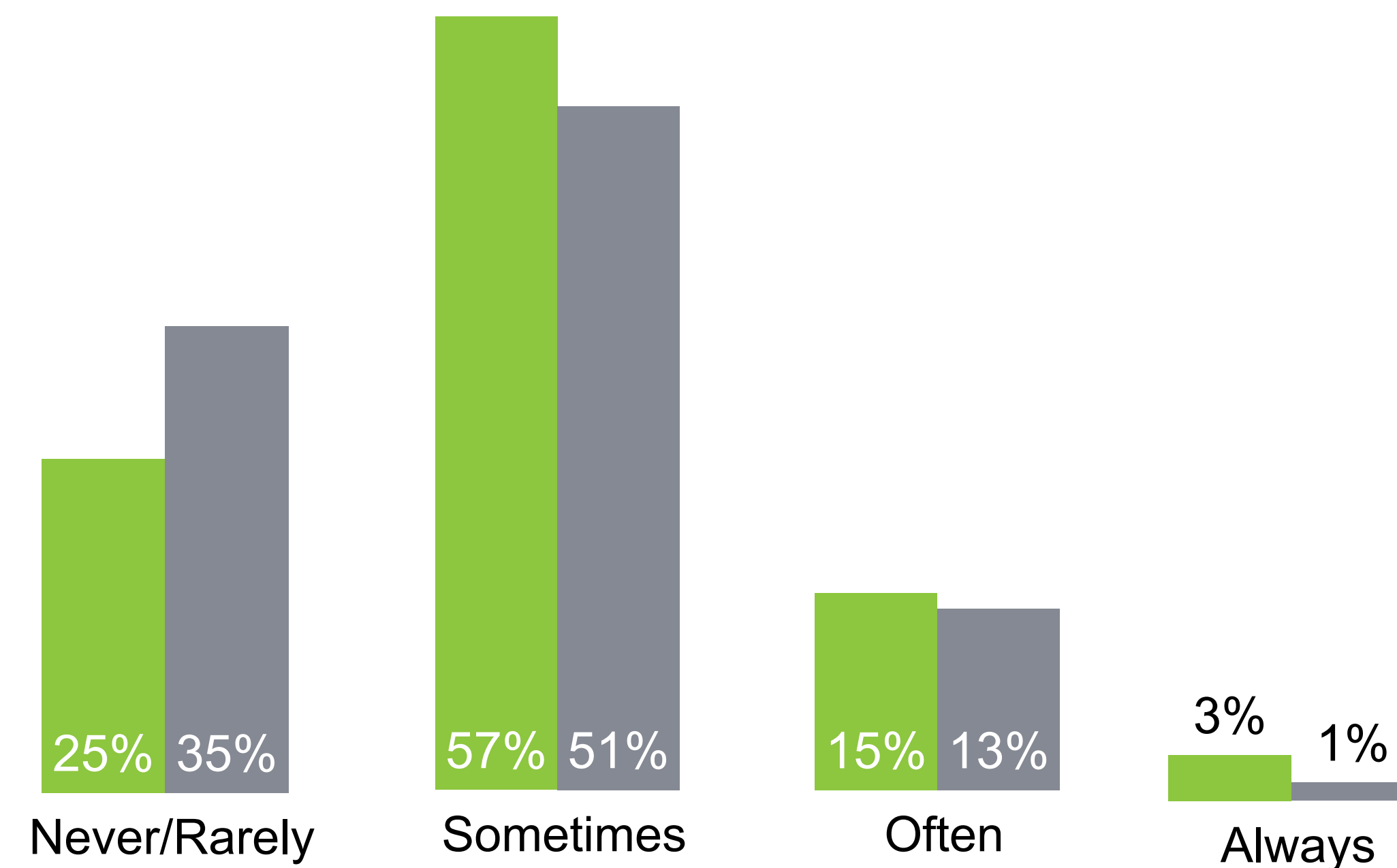


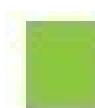

Emotional Health

Emotional well-being relates to having effective ways of processing and dealing with feelings. An emotionally healthy person is able to know why certain feelings exist and act appropriately (i.e., move on from anger and anxiety). Job stress costs American businesses hundreds of billions of dollars a year in employee burnout, turnover, higher absenteeism, lower production and increased health care costs. The American Psychological Association estimates that 60 percent of all absences are due to stress related issues, costing U.S. companies more than \$57 billion a year.

There are some specific actions employers can take to manage how stress and depression impact their employees and cut into the company's bottom line. Some actions are defensive, like monitoring incidental absences and disability claims to watch for increases in lost time and "discretionary disabilities." But there are also many proactive steps employers can take to enhance their company's Employee Assistance Program (EAP) and behavioral health (BH) services to help manage costs associated with stress and depression.

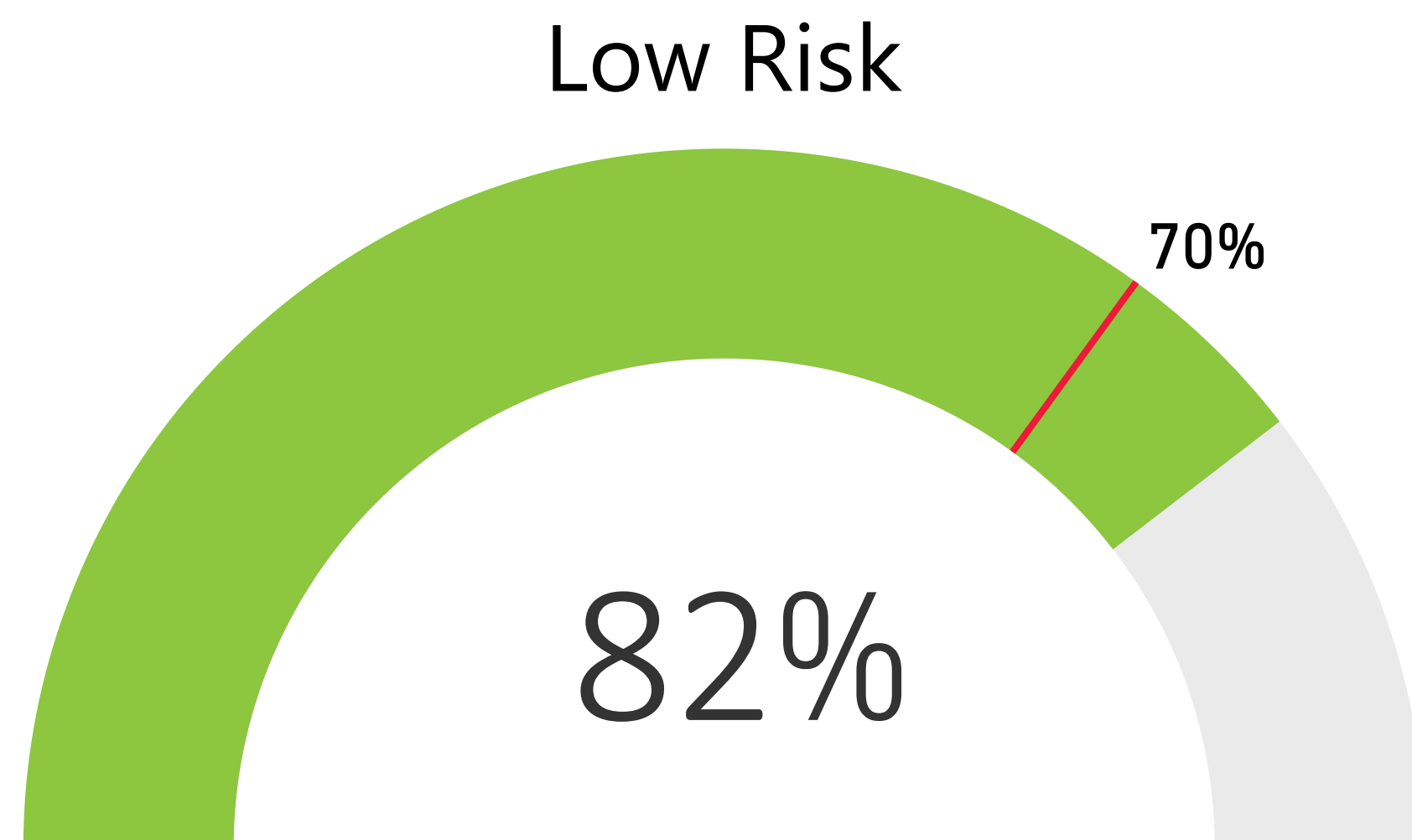
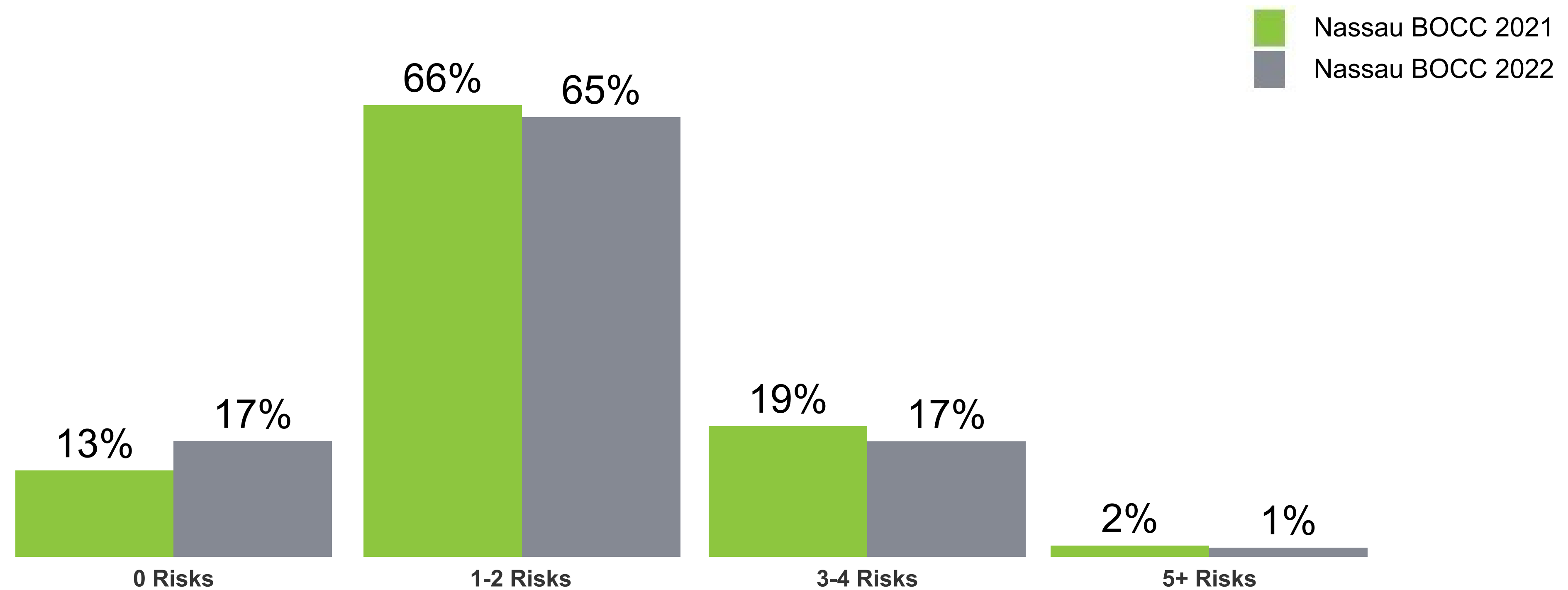
How often is too much stress a problem for you?



 Nassau BOCC 2021
 Nassau BOCC 2022



Risk Stratification

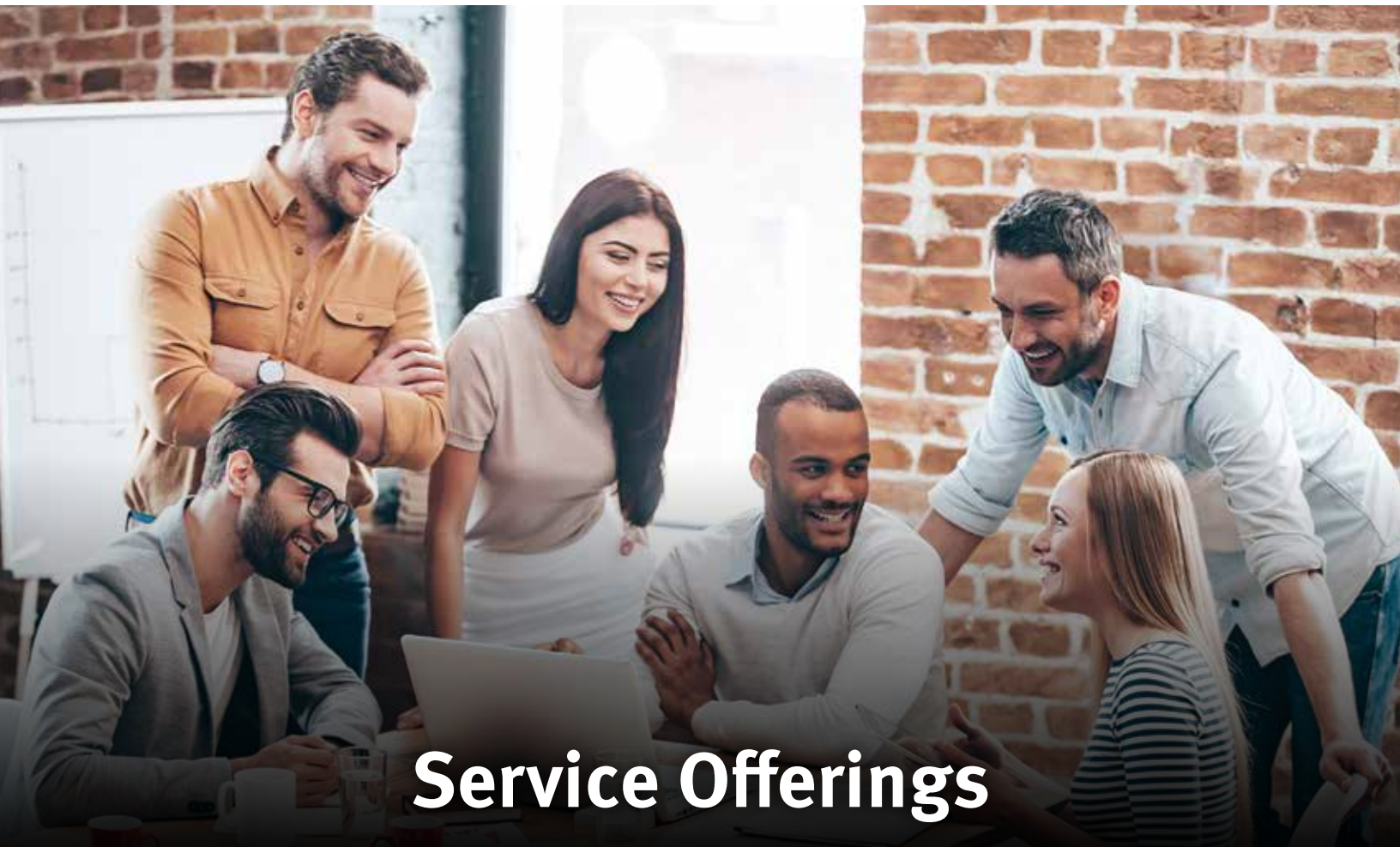


According to research (Wright, Beard, Edington, JOEM, 2002), risk levels can be associated with several corporate cost measures, including: short-term disability, workers' compensation, absence, medical and pharmacy. In this research, low risk is categorized as 0-2 risks, medium as 3-4 risks, and high as 5 or more risks.

Estimated Costs Per Person:

	0-2	3-4	5+
Medical:	\$3,994	\$6,284	\$10,025
Presenteeism:	\$6,713	\$9,544	\$12,329
Time Away:	\$766	\$1,060	\$1,850
Total:	\$11,473	\$16,888	\$24,204

The goal, encouraged by Dee Edington (University of Michigan), is for groups to aim for 70% of their population at low risk (0-2 high risk factors). In the research, people in the medium risk category have cost nearly twice as much as those at low risk, and people at high risk are generally three to four times more costly. Current best practices in worksite wellness emphasize keeping low risk where they are and preventing shifts to higher risk categories since more risks lead to higher costs.



Service Offerings

HD Service Team Model



A highly valued element of our program by clients is our dedicated service team's comprehensive approach to delivering all aspects of our programming and communication from start to finish.

Whether your needs include a stand-alone solution, a bolt-on solution or a package solution, Health Designs offers customized programs to meet each client's definition of success. Plus, you will gain a responsive, strategic and service-oriented partner throughout the engagement.

HD Program Results

With Health Designs, you will have access to the most advanced, comprehensive health and well-being solutions that provide quantitative and qualitative results evidenced by proprietary data reporting and analytics.

\$238

Average cost savings of each HD cohort participant

73%

HD cohort participants who maintain health levels or have fewer risks

60%

Superior levels of engagement

2022 Service Offerings

Biometric Screenings

- Total Program Management
- Onsite Biometric Screening with Coaching
- Offsite Screening Options:
 - LabCorp Voucher
 - Physician Form
 - At-Home Test Kits

Additional Screenings

- A1C
- Cotinine
- CRP
- PSA
- TSH
- Bone Density
- Derascan
- BP & BMI Screening Only

Well-Being Coaching

- Onsite and Offsite Options Available
- Telephonic Well-Being Coaching
- Ask a Health Coach Booth

Technology Solutions

- Comprehensive Wellness Portal
- Reporting & Data Analytics
- Incentive Management

Well-Being Content

- On Demand or Virtual Live Wellness Workshops
- Onsite Wellness Workshops
- Monthly Wellness Education
- HD Heartbeat

Consulting

- Onsite Wellness Program Management
- Wellness Committee Designs & Optimization
- Participant Engagement Optimization

COVID-19 Services

- Wellness Checks
- Onsite Antigen Testing
- Onsite PCR Testing
- Digital Workforce Management

HEALTHY TO THE CORE™

WELLNESS WORKSHOPS





NUTRITION AND WEIGHT

Eat Right for Life

With overwhelming amounts of information about nutrition on the internet today, it's important to understand the basic building blocks of nutrition first. In this workshop we will cover how to plan ahead to prep yourself for food success and then dig a little deeper into the macronutrients of the foods that we eat and how they affect our bodies.

Defensive Nutrition

While we don't have control of external factors that affect our immune health, like viruses and bacteria, we do have control over the lifestyles we live! In this presentation you will learn about natural strategies that we can implement to boost our immune system and improve overall health.

DASH Diet and Heart Healthy Living

What is heart healthy living and how can we accomplish that through the foods that we eat? Unlike the DASH diet, the Standard American Diet is heavy in saturated fats and processed foods, leading to excess weight and an increased risk for heart disease. In this presentation we will cover what the DASH diet is and how you can change your heart health with better nutrition.

The Power of Fitness

Movement is vital for a healthy human body, but the type of movement, the frequency, and the amount are important things to understand. In this workshop we will cover what fitness can do for our bodies, finding time to move, and creating a more active you.

Exercise to Energize

While the concept of expending energy through exercise to gain more energy may sound counterintuitive, exercise actually can bring more energy into your life. In this presentation we will discuss the benefits of getting more active, the different categories of physical fitness, and fitting in fitness where it works for you!



ENERGY AND STRESS

Balancing Stress and Energy

It's time to take an in depth look at the indicators of stress on the body and on your mental health! We will cover the four energy needs including physical, emotional, mental, and spiritual/personal values—plus cover the things you can do to manage how you spend your energy. You'll learn ways to keep your energy up and your stress low during this workshop.

Building Boundaries for Better Health

Take some time to take part in a brief overview of stress and learn how to build boundaries with yourself, your environment, and with others to minimize the effects of stress in your life!

The Art of Letting Go

What does it mean to let go and why do we need to? This workshop will cover reasons why we feel we can't give up control and solutions to make it easier. We will also briefly discuss mindfulness, positivity, resilience, and gratitude.

Self-Care: A Stress Management Tool

Self-care is more than just a phrase used in shows and magazine articles, it's a real form of stress management. With the constant access to technology and never ending news, it's important to find time to disconnect and spend some time for yourself. In this presentation we will cover what self-care actually is and how it can differ for each individual.

Mindfulness

Figure out what being mindful really encompasses and take a dive into what having a mindful approach to managing stress can do for you. With mindful activities along the way, you will learn new techniques to manage stress.

Healthy for the Holidays

The holidays can be a time of high stress and low self-care. In this presentation you will learn how to maintain your mental well-being and stay fit during the holiday season, while also putting the "happy" back in holidays.



MOTIVATION AND GOAL SETTING

Going for the Goal

Goals can seem so big, so challenging, so far off...but going for a goal doesn't have to be so overwhelming! This presentation will cover setting SMART goals and different strategies to keep you working towards your new goals.

Momentum Through Motivation

Do you feel that you have motivation, but find that it starts to dim after the initial excitement of a plan starts to fade away? This is very common. In this workshop we will discuss ways to uncover your personal powerful motivators and 7 strategies to keep your momentum going to achieve your goals.

21st Century Wellness

In a constantly evolving world of wellness, there is a lot of information to sort through. In this workshop we'll cover topics like re-framing our thought processes and fueling our bodies for success, moving as a benefit and not a punishment, financial wellness, and the positive things that nature can do for us. You will walk away with strategies on how to handle wellness in the modern world.

What's Your Why?

WHY? That's the big question. This is what drives you to make changes in your life and what moves you forward. In this presentation we will cover the importance of finding your why to inspire change in you and with others. We will also dive into moving your ideas from what, to how, and finally to why.

Building Resilience

Resilience is something that we can all attain, not something that only a select few acquire. In this workshop we will define what resilience is and why it's beneficial in our lives. We will also take a look at building resilience piece by piece and you will learn 5 strategies to implement to help you build resilience



HEALTH AWARENESS

Know Your Numbers

When was the last time you went to the doctor's to get your blood work done? Now, do you actually remember what your numbers were and why they're important to know? In this presentation we will cover cholesterol, blood pressure, and blood sugar and the risk factors associated with each. You'll also learn steps you can take to keep these numbers in normal ranges.

Diabetes Dilemma

While diabetes is a term you may have heard before, there are a lot of factors that play a role before someone is diagnosed with the condition. In this presentation we will cover the statistics surrounding diabetes diagnosis, risk factors involved, and lifestyle changes that you can make to reduce the risk of developing diabetes.

Your Heart at Work

Do you know what blood pressure is or why it's important to be checked regularly? This presentation will cover the importance of blood pressure and things that you can do to keep your heart strong and healthy with controllable lifestyle factors.

Sun and Skin Health

Did you know that your skin is your body's largest organ? It's true! That is why it's important to learn all about your skin, how to take care of it, and how to protect yourself from the sun and skin cancer.

2022 Wellness Program Updates

WellWorks Challenges

- **Q1: Working Towards Wellness**
 - 104 Registered
 - 39 Completed
 - 39 \$25 Gift Card Winners
- **Q2: Just for the Health of It**
 - 133 Registered
 - 62 Completed
 - 50 \$25 Gift Card Winners
- **Q3: Financial Healthy Habits**
 - 88 Registered
 - 65 Completed
 - 50 \$25 Gift Card Winners
- **Q4: TBD**

Well-Being Education

- **Q1 Video**
 - 76 Completed
- **Q2 Video**
 - 60 Completed
- **Q3 Video**
 - 89 Completed
- **Q4 Video**
 - TBD

Pending Activities

- Flu Shot / Video Education
- Open Enrollment Session
- Q4 Challenge
- Q4 Video Education

Rewards Eligibility (as of 11/16/2022)

- **Bronze: 85 Eligible**
 - Down 33 from 2021
- **Silver: 43 Eligible**
 - Down 20 from 2021
- **Gold: 3 Eligible**
 - Up 2 from 2021
- **\$25 Challenge Gift Card Raffles**
 - 139 Winners = \$3,475
- **\$50 Biometric Screening Gift Card**
 - 224 Participants = \$11,200
- **Total Gift Card Rewards**
 - 363 Gift Cards = \$14,675

2023 Nassau County Well-Being Program

Complete the various well-being activities to earn points and to become eligible for rewards! The more points you earn, the more rewards you become eligible to win! The deadline to complete all activities for the 2023 Well-Being Program is **December 15, 2023**. Questions? Contact: Laura Scott (LScott@nassaucountyfl.com).

Ways to Earn Well-Being Points:



Complete Biometric Screening

Option 1: Complete your screening at an onsite screening event. Details will be announced once finalized.

Option 2: Complete your screening through one of the approved offsite screening options. Details will be announced once finalized.

**150
POINTS
+
\$50
GIFT CARD**



Get a Flu Shot OR Complete the Video Education

Option 1: Get your flu shot at a local pharmacy or through your physician. Submit your completed Flu Shot Form (included on page 3) to Laura Scott by **12/15/2023**.

Option 2: [CLICK HERE](#) to complete the video education by **12/15/2023**.

**50
POINTS**
*Only one activity counts for points.



Participate in the Quarterly Well-Being Challenges

Q1 Well-Being Challenge (January - March 2023)

Q2 Well-Being Challenge (April - June 2023)

Q3 Well-Being Challenge (July - September 2023)

Q4 Well-Being Challenge (October - December 2023)

*Details will be announced quarterly. Participation will be automatically recorded. Participants must complete the requirements to be eligible for the incentive.

**100
POINTS
EACH
+
ENTRY
INTO A
DRAWING**



Complete the Quarterly Well-Being Video Educations

[Q1 Video Education](#) (1/1 - 3/15/23)

[Q2 Video Education](#) (4/1 - 6/15/23)

[Q3 Video Education](#) (7/1 - 9/15/23)

[Q4 Video Education](#) (10/1 - 12/15/23)

*Details will be announced quarterly. Participation will be automatically recorded.

**50
POINTS
EACH**



Attend an Open Enrollment Meeting

Attend an Open Enrollment Meeting held in Quarter 4.

*Participation will be automatically recorded.

**50
POINTS**

Rewards:

Participate in the well-being activities, accumulate points, and become eligible for rewards!

The rewards tiers are listed below and the specific rewards prizes can be found on **Page 2**.

250+ POINTS BRONZE LEVEL



**EIGHT PARTICIPANTS
WILL WIN A REWARD
VALUED UP TO \$300**

450+ POINTS SILVER LEVEL



**EIGHT PARTICIPANTS
WILL WIN A REWARD
VALUED UP TO \$500!**

650+ POINTS GOLD LEVEL



**EIGHT PARTICIPANTS
WILL WIN A REWARD
VALUED UP TO
\$1,000!**

TOTAL AVAILABLE POINTS: 850

Additional incentives and bonus points may be made available.

2023 Nassau County Well-Being Program Rewards

Available Well-Being Program Prizes:



BRONZE LEVEL

Item Valued up to
\$300

*Must have at least 250
points to be eligible

EIGHT WINNERS will be eligible to select one of the following prizes:



Spa or Massage
Gift Certificate

OR



Sporting Goods Store
Gift Card

OR



Grocery Store
Gift Card



SILVER LEVEL

Item Valued up to
\$500

*Must have at least 450
points to be eligible

EIGHT WINNERS will be eligible to select one of the following prizes:



Apple
Gift Card

OR



Amazon
Gift Card

OR



Meal Delivery Service
Gift Card



GOLD LEVEL

Item Valued up to
\$1,000

*Must have at least 650
points to be eligible

EIGHT WINNERS will be eligible to select one of the following prizes:



Apple
Gift Card

OR



Paid Stay at Preferred
Hotel/Resort

OR



Commercial Airline
Gift Card



NASSAU COUNTY 2023 FLU SHOT FORM

To be eligible for incentives, date of immunization must be between 1/1 - 12/15/2023.

Employee Information:

First & Last Name (Please Print)

Date of Completion

Employee Confirmation Statement:

My signature confirms that all of the information on this form is complete and accurate. I understand that falsification on this form could result in my loss of all well-being points, well-being rewards and eligibility for future well-being program participation.

Employee Signature

Date

Physician/Pharmacy Information:

Physician/Pharmacy Name

Physician/Pharmacy Phone Number

Physician/Pharmacy Address (Street, City, State & Zip Code)

Physician/Pharmacist Confirmation Statement:

This is to confirm that the above-mentioned patient has received a flu shot and all information listed is complete and accurate. Please sign below:

Physician/Pharmacist Signature

Date

NOTICE REGARDING WELL-BEING PROGRAM

THE NASSAU COUNTY WELL-BEING PROGRAM IS A VOLUNTARY WELL-BEING PROGRAM AVAILABLE TO ALL EMPLOYEES. THE PROGRAM IS ADMINISTERED ACCORDING TO FEDERAL RULES PERMITTING EMPLOYER-SPONSORED WELL-BEING PROGRAMS THAT SEEK TO IMPROVE EMPLOYEE HEALTH OR PREVENT DISEASE, INCLUDING THE AMERICANS WITH DISABILITIES ACT OF 1990, THE GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008, AND THE HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT, AS APPLICABLE, AMONG OTHERS. IF YOU CHOOSE TO PARTICIPATE IN THE WELL-BEING PROGRAM YOU WILL BE ASKED TO COMPLETE A VOLUNTARY HEALTH RISK ASSESSMENT OR "HRA" THAT ASKS A SERIES OF QUESTIONS ABOUT YOUR HEALTH-RELATED ACTIVITIES AND BEHAVIORS AND WHETHER YOU HAVE OR HAD CERTAIN MEDICAL CONDITIONS (E.G., CANCER, DIABETES, OR HEART DISEASE). YOU WILL ALSO BE ASKED TO COMPLETE A BIOMETRIC SCREENING, WHICH WILL INCLUDE A BLOOD TEST FOR BLOOD PRESSURE, CHOLESTEROL, HEIGHT/WEIGHT FOR BMI, AND BLOOD GLUCOSE. YOU ARE NOT REQUIRED TO COMPLETE THE HRA OR TO PARTICIPATE IN THE BLOOD TEST OR OTHER MEDICAL EXAMINATIONS.

HOWEVER, EMPLOYEES WHO CHOOSE TO PARTICIPATE IN THE WELL-BEING PROGRAM MAY RECEIVE AN INCENTIVE FOR PARTICIPATING. ALTHOUGH YOU ARE NOT REQUIRED TO COMPLETE THE HRA OR PARTICIPATE IN THE BIOMETRIC SCREENING, ONLY EMPLOYEES WHO DO SO WILL RECEIVE THE INCENTIVE.

ADDITIONAL INCENTIVES MAY BE AVAILABLE FOR EMPLOYEES WHO PARTICIPATE IN CERTAIN HEALTH-RELATED ACTIVITIES OR ACHIEVE CERTAIN HEALTH OUTCOMES. IF YOU ARE UNABLE TO PARTICIPATE IN ANY OF THE HEALTH-RELATED ACTIVITIES OR ACHIEVE ANY OF THE HEALTH OUTCOMES REQUIRED TO EARN AN INCENTIVE, YOU MAY BE ENTITLED TO A REASONABLE ACCOMMODATION OR AN ALTERNATIVE STANDARD. YOU MAY REQUEST A REASONABLE ACCOMMODATION OR AN ALTERNATIVE STANDARD BY CONTACTING LAURA SCOTT AT LSCOTT@NASSAUCOUNTYFL.COM.

THE INFORMATION FROM YOUR HRA AND THE RESULTS FROM YOUR BIOMETRIC SCREENING WILL BE USED TO PROVIDE YOU WITH INFORMATION TO HELP YOU UNDERSTAND YOUR CURRENT HEALTH AND POTENTIAL RISKS, AND MAY ALSO BE USED TO OFFER YOU SERVICES THROUGH THE WELL-BEING PROGRAM, SUCH AS NUTRITION, PHYSICAL ACTIVITY AND PREVENTIVE CARE EDUCATIONAL RESOURCES. YOU ALSO ARE ENCOURAGED TO SHARE YOUR RESULTS OR CONCERNS WITH YOUR OWN DOCTOR.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

WE ARE REQUIRED BY LAW TO MAINTAIN THE PRIVACY AND SECURITY OF YOUR PERSONALLY IDENTIFIABLE HEALTH INFORMATION. ALTHOUGH THE WELL-BEING PROGRAM AND NASSAU COUNTY MAY USE AGGREGATE INFORMATION IT COLLECTS TO DESIGN A PROGRAM BASED ON IDENTIFIED HEALTH RISKS IN THE WORKPLACE, THE WELL-BEING PROGRAM WILL NEVER DISCLOSE ANY OF YOUR PERSONAL INFORMATION EITHER PUBLICLY OR TO THE EMPLOYER, EXCEPT AS NECESSARY TO RESPOND TO A REQUEST FROM YOU FOR A REASONABLE ACCOMMODATION. MEDICAL INFORMATION THAT PERSONALLY IDENTIFIES YOU THAT IS PROVIDED IN CONNECTION WITH THE WELL-BEING PROGRAM WILL NOT BE PROVIDED TO YOUR SUPERVISORS OR MANAGERS AND MAY NEVER BE USED TO MAKE DECISIONS REGARDING YOUR EMPLOYMENT.

YOUR HEALTH INFORMATION WILL NOT BE SOLD, EXCHANGED, TRANSFERRED, OR OTHERWISE DISCLOSED EXCEPT TO THE EXTENT PERMITTED BY LAW TO CARRY OUT SPECIFIC ACTIVITIES RELATED TO THE WELL-BEING PROGRAM, AND YOU WILL NOT BE ASKED OR REQUIRED TO WAIVE THE CONFIDENTIALITY OF YOUR HEALTH INFORMATION AS A CONDITION OF PARTICIPATING IN THE WELL-BEING PROGRAM OR RECEIVING AN INCENTIVE. ANYONE WHO RECEIVES YOUR INFORMATION FOR PURPOSES OF PROVIDING YOU SERVICES AS PART OF THE WELL-BEING PROGRAM WILL ABIDE BY THE SAME CONFIDENTIALITY REQUIREMENTS. THE ONLY INDIVIDUAL(S) WHO WILL RECEIVE YOUR PERSONALLY IDENTIFIABLE HEALTH INFORMATION IS A HEALTH COACH AT THE TIME OF THE SCREENING IN ORDER TO PROVIDE YOU WITH AN EXPLANATION OF THE TESTING RESULTS.

IN ADDITION, ALL MEDICAL INFORMATION OBTAINED THROUGH THE WELL-BEING PROGRAM WILL BE MAINTAINED SEPARATE FROM YOUR PERSONNEL RECORDS, INFORMATION STORED ELECTRONICALLY WILL BE ENCRYPTED, AND NO INFORMATION YOU PROVIDE AS PART OF THE WELL-BEINGS PROGRAM WILL BE USED IN MAKING ANY EMPLOYMENT DECISION. APPROPRIATE PRECAUTIONS WILL BE TAKEN TO AVOID ANY DATA BREACH, AND IN THE EVENT A DATA BREACH OCCURS INVOLVING INFORMATION YOU PROVIDE IN CONNECTION WITH THE WELL-BEING PROGRAM, WE WILL NOTIFY YOU IMMEDIATELY.

YOU MAY NOT BE DISCRIMINATED AGAINST IN EMPLOYMENT BECAUSE OF THE MEDICAL INFORMATION YOU PROVIDE AS PART OF PARTICIPATING IN THE WELL-BEING PROGRAM, NOR MAY YOU BE SUBJECTED TO RETALIATION IF YOU CHOOSE NOT TO PARTICIPATE.

IF YOU HAVE QUESTIONS OR CONCERNS REGARDING THIS NOTICE, OR ABOUT PROTECTIONS AGAINST DISCRIMINATION AND RETALIATION, PLEASE CONTACT LAURA SCOTT AT LSCOTT@NASSAUCOUNTYFL.COM.



RACING FOR WELLNESS REIMBURSEMENT PROGRAM

IMPORTANT: Please consult with your doctor before starting any exercise program.

We are encouraging you to run, walk, or bike in a race during the 2023 calendar year! Races include a MudRun, 5k, 10k, marathon, half marathon, triathlon, obstacle course, or any other race that requires you to be active. If you successfully complete a race and provide the proper proof any time from January 1 - December 31, 2023, (all forms and materials must be submitted to Human Resources, by close of business on January 9, 2024), the Wellness Program will reimburse the cost of the registration fees, up to \$150.00, for the calendar year, for the employee only. Reimbursement requests can be sent for each individual race, or you can save them and submit several at one time.

If you're new to running and you need additional information about what a 5k is and how to train for one, there is some helpful information below. If you're experienced and need no training, maybe you can bring along a friend or co-worker to get started with you!

[CLICK HERE TO GET A DAY-BY-DAY COUCH TO 5K TRAINING PLAN!](#)

What is a 5k?

The "k" stands for kilometer. A kilometer is 0.62 of a mile, which makes a 5k race 3.1 miles long or 16,368 feet long or 5,000 meters long. In general, 5000 meters refers to track or cross-country events while a 5k refers to road racing events.

A 5k is considered the entry-level distance for road racing and is the most beginner-friendly choice if you're looking to break into road racing. With some training, you will be able to complete a 5k without stopping to walk. A Couch to 5k training program is one of the most popular training plans for runners who want to get off the couch and run 3.1 miles after just a couple months.

If you're looking to run your first 5k, you can simply focus on the distance knowing that you will already be setting a PR (personal record) that day. As you build up to your second or third 5k, you can focus more on time. A 5K is long enough to challenge you, but not so far that you'll become discouraged. At 3.1 miles, a 5K is a very doable running distance.



RACING FOR WELLNESS REIMBURSEMENT PROGRAM

Reimbursement Steps for your Race:

1. Complete the Race Reimbursement Request Form (form included on page 3).
2. Submit the following materials to Human Resources between January 1, 2023 and January 9, 2024. PLEASE NOTE: RECEIPTS OUTSIDE OF THIS WINDOW WILL NOT BE ELIGIBLE FOR REIMBURSEMENT.
 - Completed Race Reimbursement Request Form
 - Proof of Race Registration
 - Proof of Race Payment

IMPORTANT: You must ensure that the race was between January 1 - December 31, 2023, and that your name, current address, phone number, and department are all clearly written on the receipt/paper.

WAIT - Your reimbursement will be submitted to finance by the 15th of every month and will be mailed to the address provided on your Race Reimbursement Request Form.

Restrictions:

You must be an employee of the Nassau County Board of County Commissioners, Sheriff's Office, Clerk of Courts' Office, Property Appraiser's Office, Tax Collector's Office, or Supervisor of Election's Office and must be employed at the time of reimbursement.

**For questions about the Racing for Wellness Reimbursement Program, please contact Human Resources at 904-530-6075 or email Laura Scott at lscott@nassaucountyfl.com.*



RACING FOR WELLNESS - REIMBURSEMENT REQUEST FORM

Please complete the following information and submit it to Human Resources along with your receipts/registration form in order to be eligible for a race reimbursement.

Employee Information:

First & Last Name (Please Print)

Department

Phone Number

Street Address

City, State, Zip Code

Race Information:

Race Name and Website (if available)

Race Fee (Max of \$150 for the Year)

Date of Race

You must submit the request with all information filled out to receive reimbursement. Please attach proof of registration and payment. All items must be attached to the request form to be considered for reimbursement. **Requests for reimbursement MUST be received by Human Resources NO LATER THAN close of business on January 9, 2024.**

Reimbursement requests will be submitted to finance by the 15th of each month.

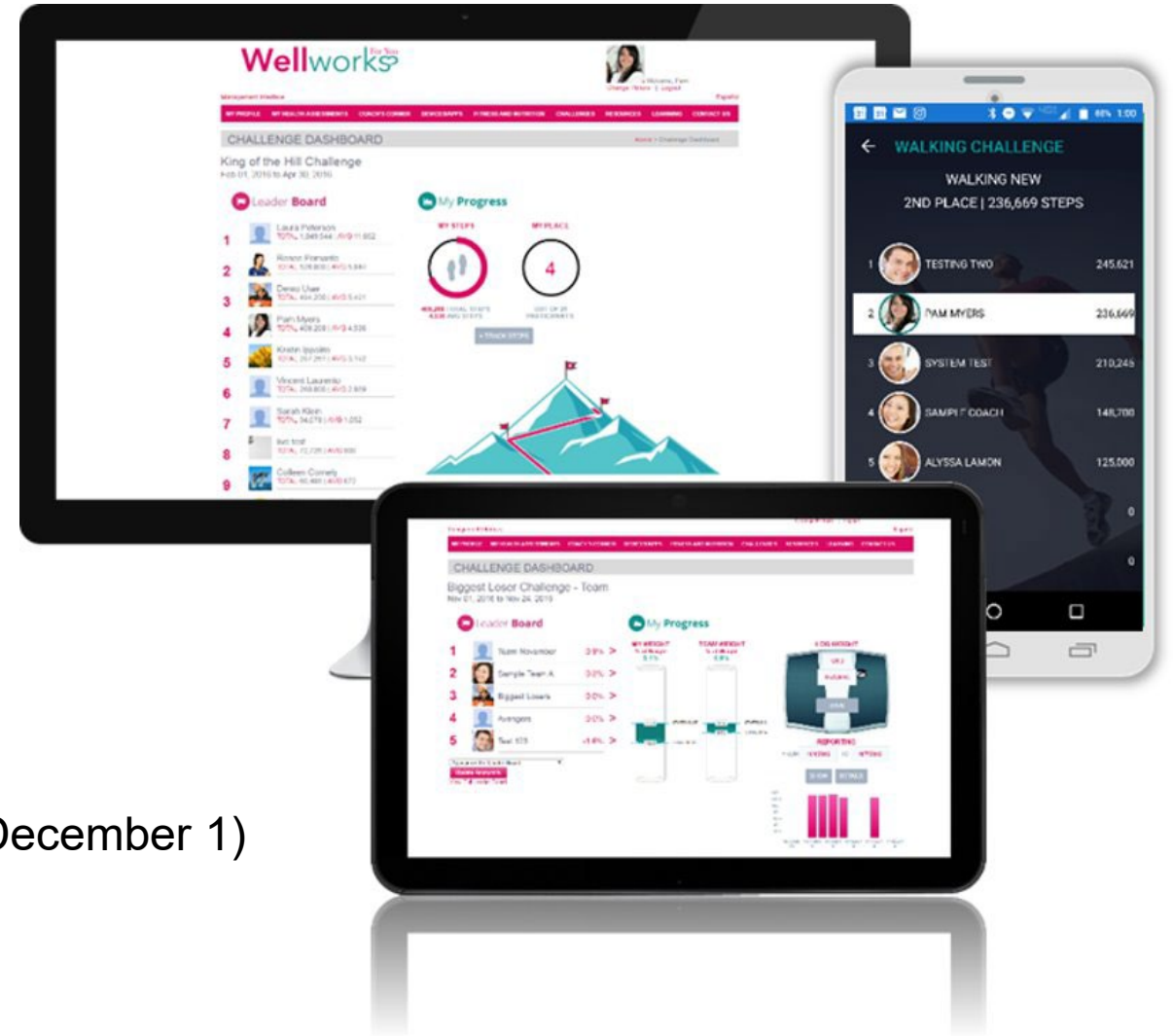
Other Restrictions:

You must be an employee of the Nassau County Board of County Commissioners, Sheriff's Office, Clerk of Courts' Office, Property Appraiser's Office, Tax Collector's Office, or Supervisor of Election's Office and must be employed at the time of reimbursement.

2023 WellWorks Challenges



- **Introducing: Two New Step Challenges!**
- **Q1: Tour of National Parks Walking Challenge**
 - February 6 – March 6
 - Registration: January 23
- **Q2: Prompts for Positivity Habits Challenge**
 - May 1 – May 29
 - Registration: April 17
- **Q3: Italy Walking Challenge**
 - July 31 – August 28
 - Registration: July 17
- **Q4: Harvest Your Health Habits Challenge**
 - October 30 – November 27 (Potential Extension: December 1)
 - Registration: October 16



2023 Wellness Budget

Qtr. 1 Challenge	\$625.00	(25) \$25.00 Gift Cards		
Qtr 2 Challenge	\$625.00	(25) \$25.00 Gift Cards		
Qtr 3 Challenge	\$625.00	(25) \$25.00 Gift Cards		
Qtr 4 Challenge	\$625.00	(25) \$25.00 Gift Cards		
2022 Year End Prizes	\$14,400.00			
FCWWC Annual Registration	\$349.00	*Florida Blue Wellness Account		
FCWWC Wellness Seminar	\$550.00	*Florida Blue Wellness Account		
2023 Racing Reimbursements	\$1,500.00	*Estimated		
Employee Event	\$10,000.00	*Florida Blue Wellness Account		
Wellness Expo	\$37,000.00	*Estimated see breakdown	2023 Estimated Wellness Expo Expenses	
Life Scan	\$4,000.00	*Estimated	FSCJ Usage Fee	\$40.00
Wellness Reimbursement	\$55,000.00	*Estimated	Food and Prizes	\$14,000.00
	Total	\$125,299.00	2021 (376) employees participated	\$54,027.49
	Aetna Allowance	-\$75,000.00	Health Designs	\$7,960.00
	Estimated amount needed out of		Giftcards for attendees that were screened	\$15,000.00
	Florida Blue Wellness Fund	\$50,299.00	Total	\$37,000.00
	As of 11/08/2022 Florida Blue Balance	\$167,000		