

2025

Annual Wellness Report

Joint Labor Management Committee

May 21, 2026



About the Wellness Program

The County of Ventura Wellness Program functions in accordance with the County of Ventura Strategic Plan to “promote a culture of connection, health, and well-being for all County employees.”



Provide employees & spouses the education, resources, and opportunities to help them reduce health risks before serious health problems occur

Provide employees the resources to improve or maintain their health status

Increase participation and engagement in Wellness activities

Enable a culture and environment supportive of healthy behaviors

Improve accessibility to Wellness activities and resources



Activities & Resources

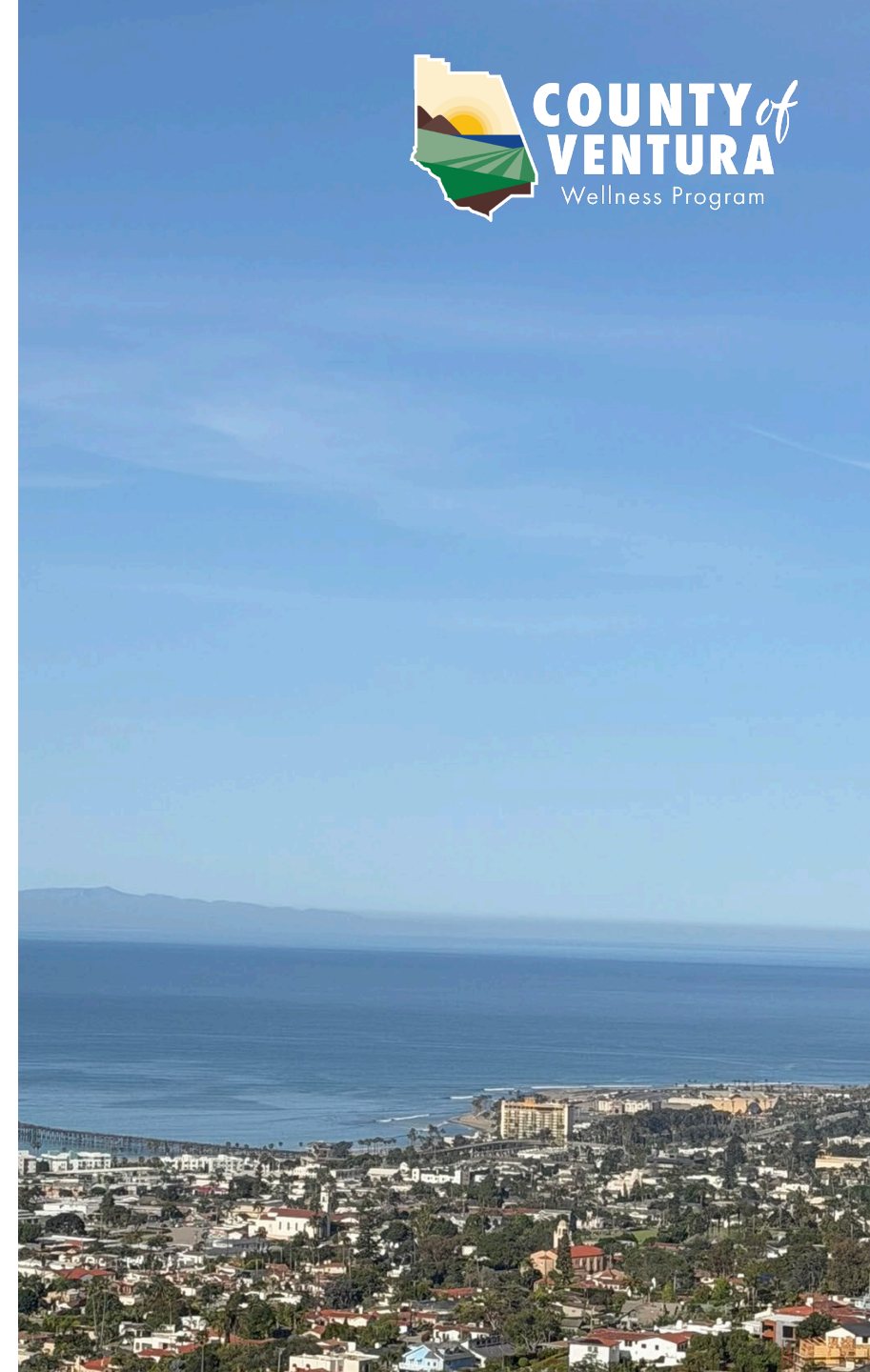


Biometric Health Screenings	Mental Health Resources
Child Care Discounts	On-Demand Fitness Classes
Health Club Discounts	Sports Tournaments
Health Coaching	Walking/Activity Challenges
Health Education	Wellthy Rewards
Lactation Room Accommodation	Yoga Classes



2025 Accomplishments

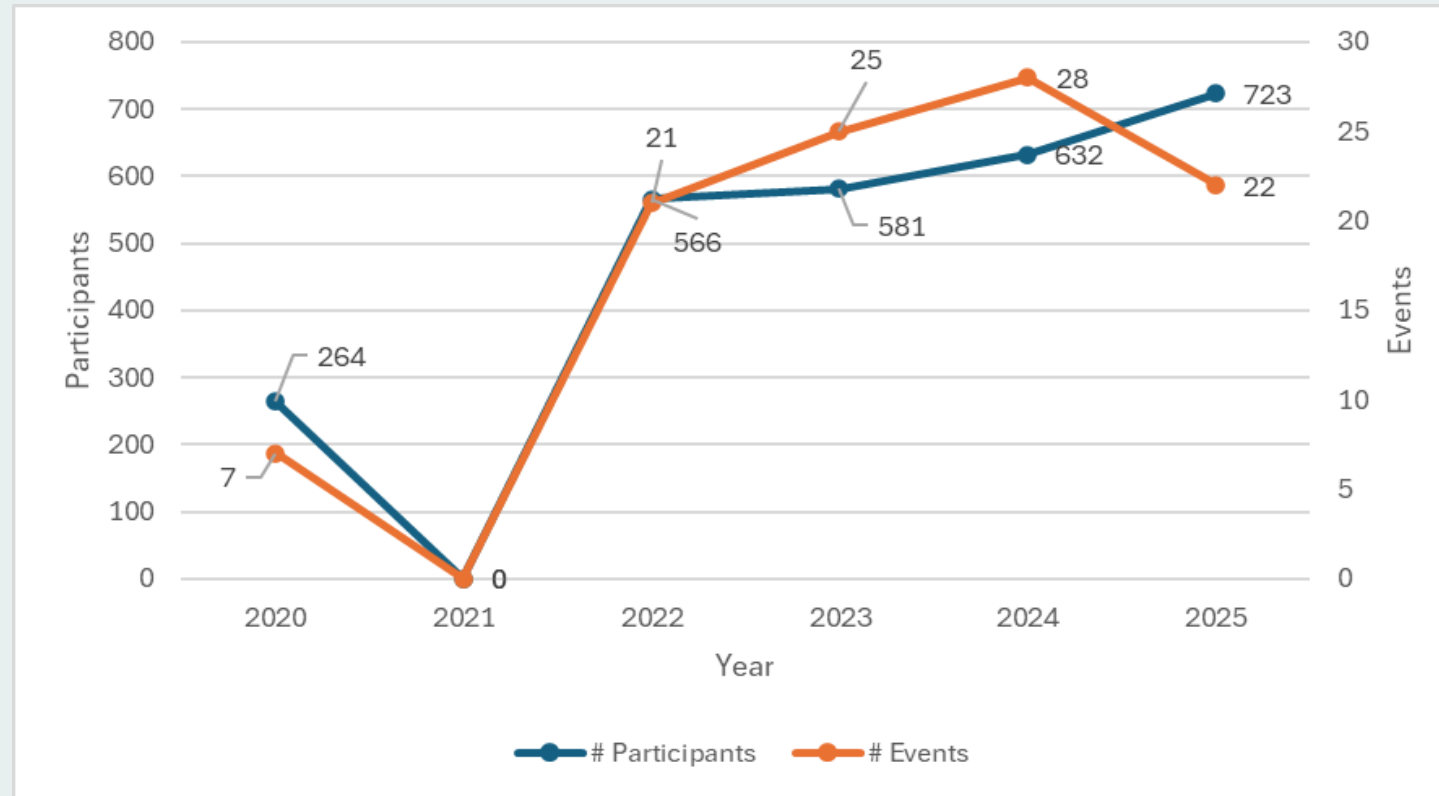
- Health Education: 17% increase since 2024
- Biometric Screening: 7% participation rate
- Overall Participation: 21% participation rate
- 287 First time incentive earners
- Introduced yoga and watercolor classes
- Facilitated walking challenges and recreational events
- Secured 56 childcare center discounts
- Secured 35 health club discounts



Biometric Screening Participation CY 2020-2025



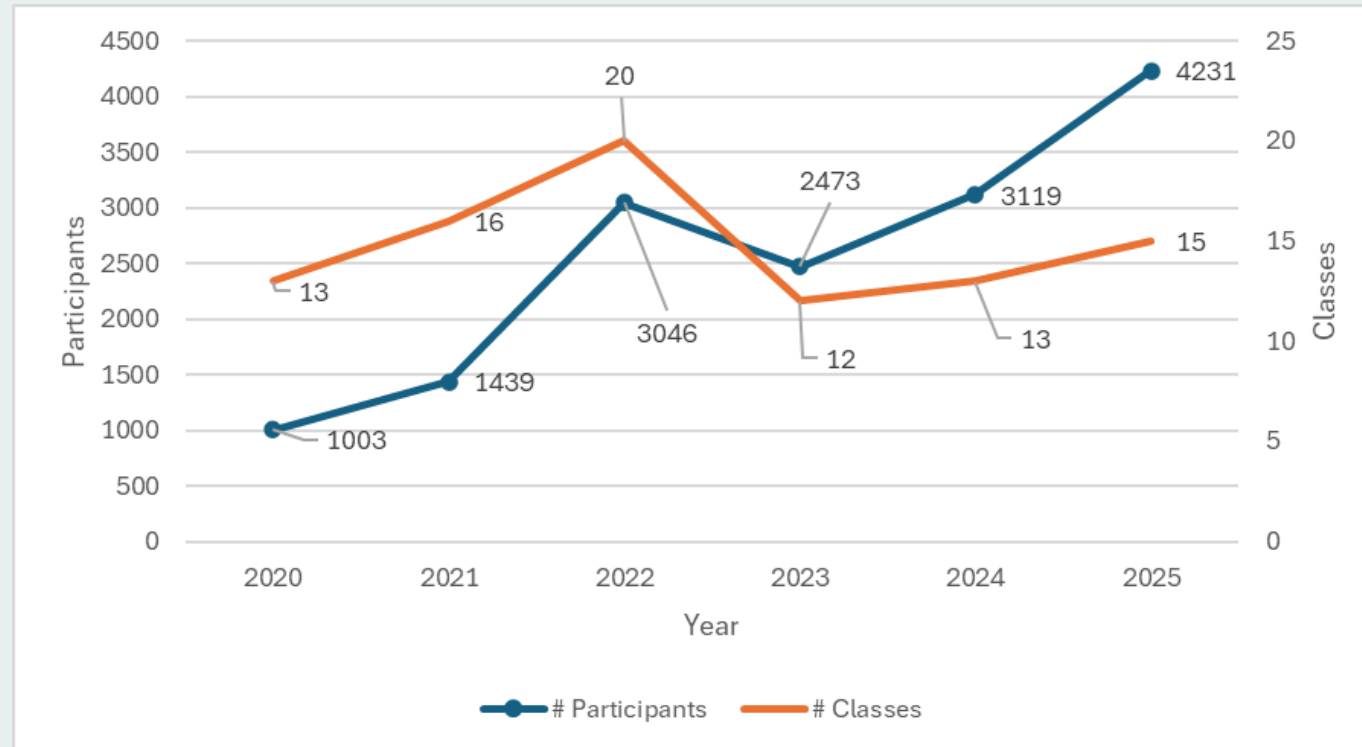
	2020	2021	2022	2023	2024	2025
# Participants	264	0	566	581	632	723
# Events	7	0	21	25	28	22
Participants/Event	37.71	N/A	26.95	23.24	22.57	32.86
Participation Rate	3.08%	0.00%	6.16%	6.14%	6.54%	7.48%



Health Education Participation CY 2020-2025



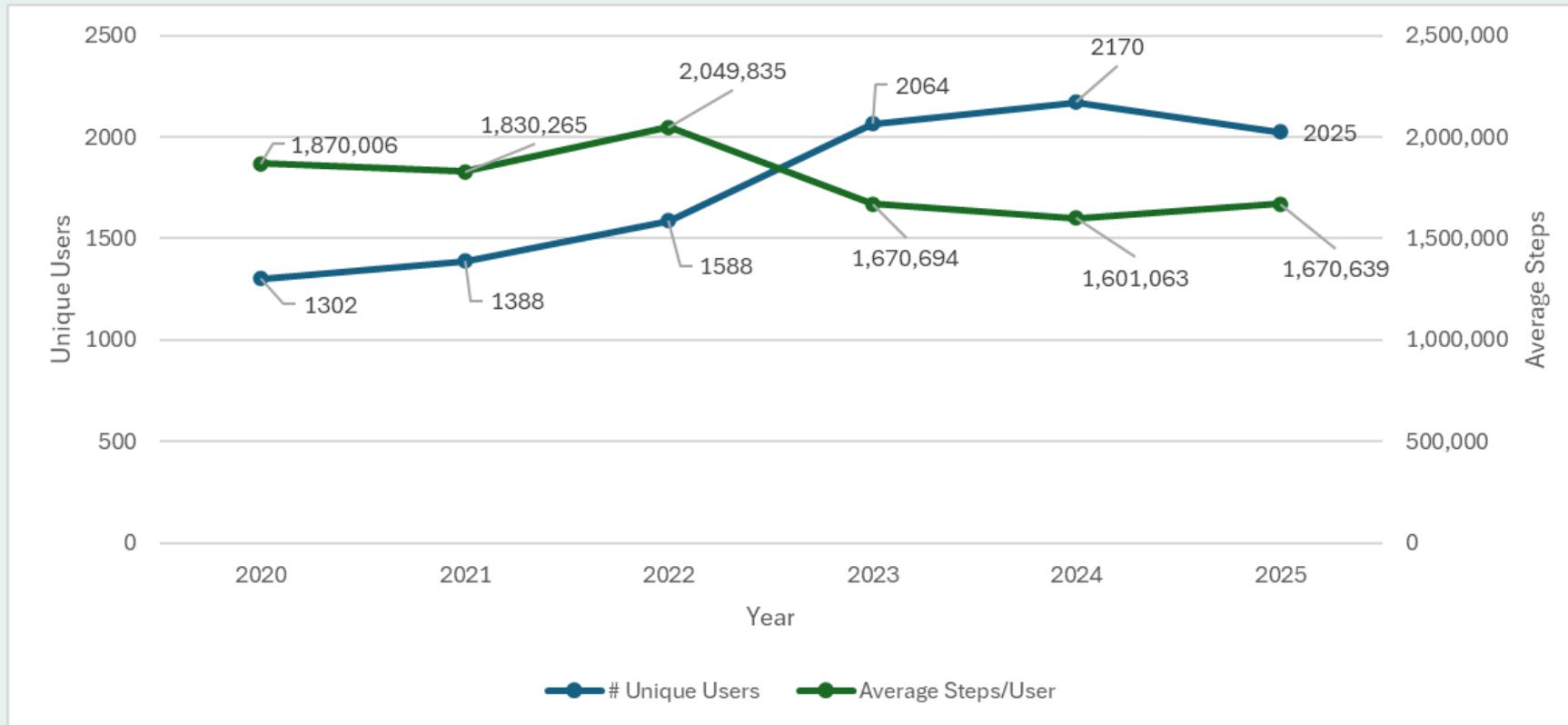
	2020	2021	2022	2023	2024	2025
# Participants	1003	1439	3046	2473	3119	4231
# Classes	13	16	20	12	13	15
Participants/Class	77.15	89.94	152.30	206.08	239.92	282.07
% Change from previous year	234.45%	16.57%	69.34%	35.31%	16.42%	17.57%



Unique Active Be Well Users CY 2020 - 2025

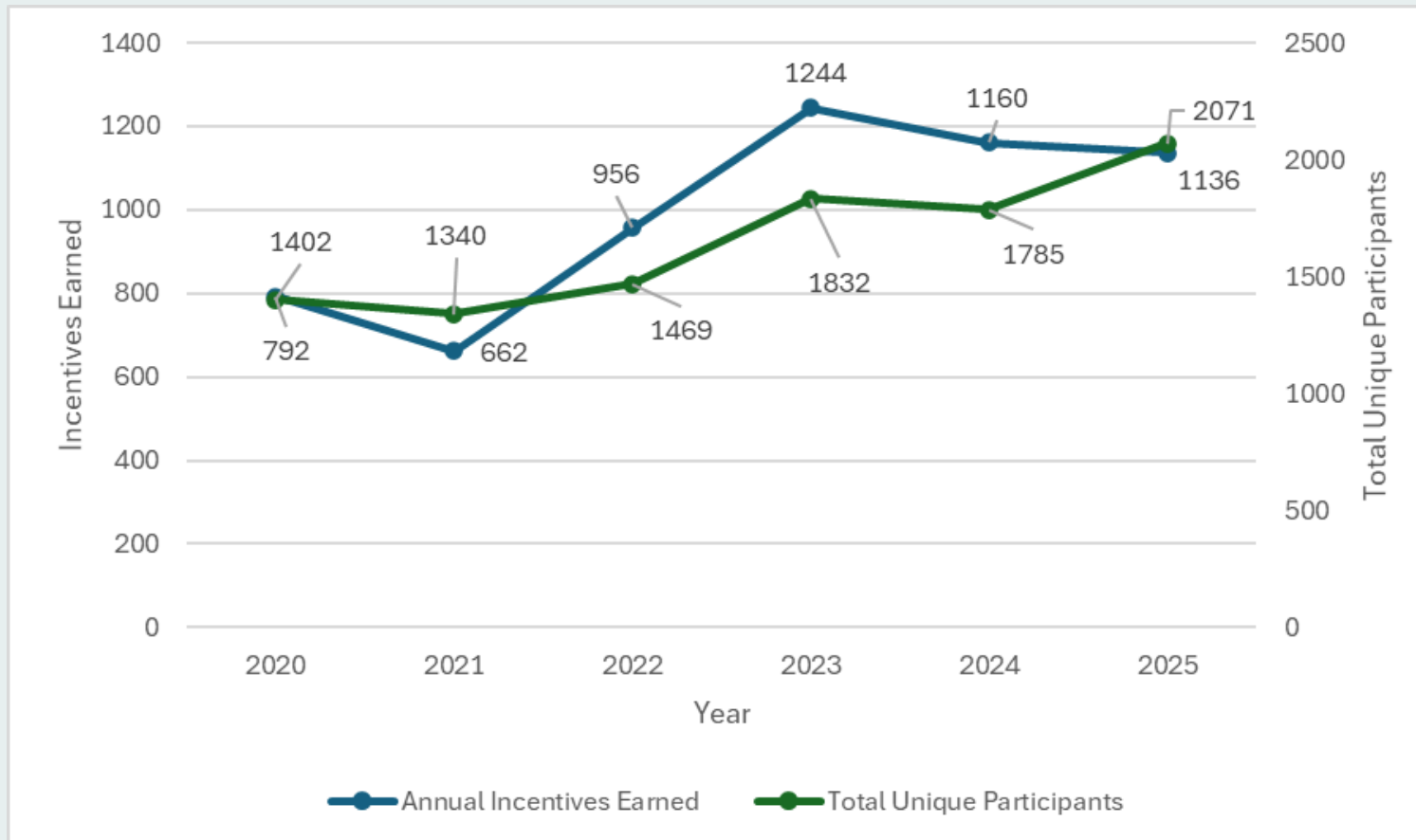


	2020	2021	2022	2023	2024	2025
# Unique Users	1302	1388	1588	2064	2170	2025
% Change from previous year	61.54%	6.61%	14.41%	29.97%	5.14%	-6.68%
Average Steps/User	1,870,006	1,830,265	2,049,835	1,670,694	1,601,063	1,670,639
% Change from previous year	15.20%	16.21%	18.42%	22.48%	22.93%	20.95%



Incentive Participation CY 2020 - 2025

	2020	2021	2022	2023	2024	2025
Annual Incentives Earned	792	662	956	1244	1160	1136
% of employees earning	9.25%	7.68%	10.41%	13.14%	12.00%	11.76%
Total Unique Participants	1402	1340	1469	1832	1785	2071
Participation Rate	16.37%	15.54%	16.00%	19.36%	18.47%	21.44%



Collaborations



- **Biometric Screening**
13 Agencies/Departments
- **Golden Sneaker Competition**
29 Agencies/Departments
- **Watercolor Workshop**
Arts & Culture, Family Justice Center
- **Quarterly HR Newsletter**
CEO/HR countywide newsletter
- **Annual Health & Wealth Fair**
Health Care Agency: Outreach & Communications, Behavioral Health, and Public Health



- **Employee Softball Tournament**
11 Agencies/Departments
- **New Employee Orientation**
Learning & Organizational Development

Goals for 2026



Greater awareness
through
intra-agency
promotion



Encourage employee participation in
wellness
education,
activities, and
health screenings
to support
preventative care
and improved
health outcomes



Increase workforce participation by 5% compared to 2025



Implement diverse and appealing programs, conduct employee surveys to evaluate effectiveness, and reward new and recurring participants



Continue to introduce more in-person classes, such as aerobics, cooking demos, yoga, and Pilates, to a variety of County worksites



Increase completion of health screenings completions by 10% compared to 2025