

# **WELLNESS PROGRAM AGREEMENT**

## **BETWEEN THE IOWA STATE ASSOCIATION OF COUNTIES**

### **AND PARTICIPATING COUNTY**

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#### **BACKGROUND**

ISAC has demonstrated support for wellness programming for many years by providing financial resources to counties to be used on wellness programming. ISAC is dedicated to providing members every opportunity to become healthier, and to creating a culture of health and wellness in all counties participating in the ISAC Group Health Program. This is why ISAC is offering counties the opportunity to participate in a more robust wellness program, along with the assistance of a health management consultant and incentive program to help them achieve their goals. ISAC is determined to address rising health care costs through effective wellness programming to encourage healthy behavior changes in the employee population.

#### **WORKSITE WELLNESS PLAN**

The ISAC enhanced wellness program will include comprehensive consulting services and biometric screenings as well as an incentive program to both counties and policy holders during the plan year of 2026.

#### **POPULATION TO BE SERVICED**

The ISAC Wellness Program is only available to member employees. Comprehensive consulting may assist county wellness committees in planning and implementing additional programs that can be available to all employees. The \$364 incentive is available to current county employees who are in the ISAC group health plan.

#### **ISAC WILL PROVIDE THE FOLLOWING:**

- A dedicated Health Management Consultant to assist in assessment, planning, implementation and evaluation of wellness initiatives.
- Lifestyle management tools to help members better manage their health, including nutrition planning, fitness planner, online behavior change programs, and more.
- An 7 month walking challenge. Individuals will receive \$1 a day for each day they walk 10,000 steps or \$.50 a day for 7,500+ steps. ISAC will host an additional corresponding walking challenge within that time to encourage county vs county competition.
- A \$364 incentive that will be offered for those qualifying employees who have completed a wellness assessment (\$25), completion of fax form from a qualified physician (\$100 Reimbursed through the ISAC Accident Plan), completion of a mental health training (\$25), and up to \$214 for the daily walking challenge. ISAC will reimburse the county up to the \$264 + the employers FICA tax.
- HIPAA training for committee members receiving monthly participation reports.

- A rate discount to any county that meets the criteria listed under “Participating County” and documents their achievement.
- Carebridge Employee Assistance Program
  - Mental Health Services
  - Work-Life Services
  - Financial and Legal Services
  - Online Courses
  - Trainings

## **FEES**

ISAC is assuming all fees associated with the wellness program enhancements, which includes comprehensive consulting and online lifestyle management programs through Mercy Health Network. Participating counties will have no financial obligations associated with this program. Each participating county will receive \$20 per contract per year to use toward approved additional incentives to increase engagement.

## **PARTICIPATING COUNTIES MUST:**

- Form a wellness committee (volunteer or appointed), if one is not already established, that will meet at least four times per calendar year to plan and implement wellness programming.
- Include at least one Supervisor on the committee to support the wellness initiative by holding an active role in the wellness committee and encouraging employees time to participate in wellness activities. County leaders are also encouraged to be an example to employees by participating in programs themselves.
- Encourage employees to complete a physical with a physician. And complete their online assessment. Doing these two things will earn the county the wellness discount on their premiums.
- Comply with the HIPAA privacy rule to ensure the confidentiality of protected health information. This includes participants names in the program.
- Encourage employees to participate in the ISAC Wellness Walking Challenge to receive their full \$364.

## **COLLABORATION**

ISAC is committed to creating a culture of health and wellness at all ISAC counties. ISAC will work with the counties to identify and address its employee health risks through the proposed engagement. We look forward to collaborating with you to promote wellness programs, and welcome any information that you can provide to help us better understand and meet your wellness needs.

## **2026 ISAC WELLNESS AGREEMENT**

Iowa State Association of Counties and the participating county have caused this agreement to be executed January 1<sup>st</sup> – October 31<sup>st</sup>, 2026. The undersigned hereby consent to render services accordingly.

\_\_\_\_\_ County elects to participate in the 2026 ISAC Wellness Program, as detailed above.

\_\_\_\_\_ County elects NOT to participate in the 2026 ISAC Wellness Program; understanding that the county will no longer receive the benefits associated with the program.

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Andrea Woodard, Executive Director  
Iowa State Association of Counties

\_\_\_\_\_  
Date

\_\_\_\_\_  
Chairperson, Board of Supervisors, County

\_\_\_\_\_  
Date

Please return this agreement to:  
ISAC Wellness, 5500 Westown Pkwy #190, West Des Moines, IA 50266  
or EMAIL: [wellness@iowacounties.org](mailto:wellness@iowacounties.org)