

Live Well Chelan

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Wellbeing is about the combination of our love for what we do each day, the quality of our relationships, the security of our finances, the vibrancy of our physical health, and the pride we take in what we have contributed to our communities. Most importantly, it's about how these five elements interact.

-AUTHOR TOM RATH



vision

Chelan is a rural lakeside community surrounded by pristine natural beauty where generations of visitors and residents enjoy an exceptional quality of life.

The Wellness program for the City of Chelan, known as Live Well Chelan, supports and motivates employees to pursue an exceptional quality of life through education, events and programs that promote and incentivize physical, financial, social-emotional, and professional health and wellbeing.

values

A successful workplace wellness program is built on principles that prioritize accessibility, inclusivity, and simplicity, ensuring that every employee can participate with ease and enthusiasm. By focusing on meaningful and measurable benefits, these initiatives aim to improve physical, mental, and professional wellbeing while fostering a sense of connection and enjoyment. Here, we outline the core values—Accessible, Inclusive, Simple, Effective, and Fun—that form the foundation of a holistic and impactful approach to employee wellness.

- ★ **Accessible** - We ensure that all wellness programs, resources, and activities are available to every employee, empowering everyone to pursue personal wellness goals without barriers.
- ★ **Inclusive** - Our program welcomes and values the unique needs, backgrounds, and preferences of all employees, creating a supportive environment where everyone feels encouraged to participate.
- ★ **Simple** - We design wellness initiatives that are easy to understand and incorporate into daily life, removing complexity so employees can focus on what matters most to them.
- ★ **Effective** - Our wellness offerings are carefully crafted to deliver real, measurable benefits, helping employees achieve tangible improvements in physical, mental, and professional wellbeing.
- ★ **Fun** - We make wellness engaging and enjoyable, incorporating activities and events that bring joy and energy, fostering a sense of community and excitement around health and wellness.

The Goal

Earn **120 Wellness Points** in a calendar year to earn a **Wellness Day Off** in the following year. Employees earn points by completing activities outlined in the [Live Well Point Guide](#) and reporting them quarterly using the [Live Well Worksheet](#).

The success of our wellness program is guided by executive support and employee engagement to ensure its impact and effectiveness. First, gaining strong support from the City Council, Executives, and Directors is pivotal, as their endorsement sets the tone for a City culture that prioritizes employee wellbeing.

Second, achieving at least 50% staff participation rate highlights our commitment to engaging a significant portion of the workforce in wellness initiatives, fostering widespread involvement and community.

Lastly, ensuring 100% staff awareness guarantees that every employee is informed about the program's offerings and benefits, empowering them to take full advantage of resources designed to enhance their overall wellbeing.

Additional Live Well Perks

Earn a \$50 Gift Card each quarter for staying active with monthly Wellness Workout Challenge.

Get up to a \$50 per month reimbursement for fitness related memberships and subscriptions.

Check-out wellness equipment from City Hall to use during or after your workday.

Gain access to the Castlight App with rewards and digital resources for your well-being.

Receive monthly wellness emails with tips and tricks for better living



Live Well Points

Earn points by doing things that promote a holistic, healthy lifestyle. These might be things that you already do, or new things you try as you work towards 120 points in a calendar year.

submit your
Live Well
worksheet!



*Report your activities quarterly
using the Live Well Worksheet!
Turn in your worksheet the first
week of each new quarter*



1

Annual Point Earners

Earn points for the things you do each year to promote wellness in your life, like going to the dentist or maxing out your retirement match. Complete these Wellness Activities each year on your own to and report them on your Live Well Worksheet.

3

Annual Events Earners

Throughout the year we'll have a number of guided events, workshops, group activities and initiatives that will give you more opportunities to earn up points towards your wellness day off. Participate and you'll be on your way to your 120 points.

2

Monthly Point Earners

Each month you'll have the opportunity to earn additional points on your own by engaging in ongoing activities that keep your body moving, your mind sharp and your community supported.

4

Live Well Worksheet

Each quarter you'll self-report the points you earned using the Live Well Worksheet. You'll indicate all the activities you participated in, and it will calculate your points for that quarter and submit them to the Wellness Team for review.

Live Well Point Guide



Annual Point Earners	Value
Complete the Castlight Health Assessment	12 POINTS
Get an Annual Physical with Your Doctor	6 POINTS
Get a Flu Shot	3 POINTS
Get a Hearing Test	3 POINTS
Get a Preventative Dental Visit (up to 2x/year)	3 POINTS
Max Out Your City Match to Retirement Benefit	6 POINTS
Get an Annual Eye Exam	3 POINTS
Monthly Point Earners	Value
Volunteer in your Community (up to 3 hours)	1 POINT/HOUR
Complete Professional Development (up to 3 hours)	1 POINT/HOUR
Submit your Wellness Reimbursement	3 POINTS
Qualify for a Gift Card on your Wellness Workout Challenge	3 POINTS
Check Out a Wellness Item for Hour of Use (up to 3 hours)	1 POINT/HOUR
Scheduled Events	Value
January - Employee Engagement Survey	6 POINTS
February - 2025 Goal Setting Worksheet	6 POINTS
March - Time Management Workshop	6 POINTS
April - Healthy Cooking	6 POINTS
May - Spring Hike	6 POINTS
June - Summer Kick-off BBQ	6 POINTS
July - Hydration Challenge	6 POINTS
August - Gratitude at Work Workshop	6 POINTS
September - Food Drive (Humans & Pets)	6 POINTS
October - Benefits Fair	6 POINTS
November - Souper Wednesday	3+3 POINTS
December - Blanket & Coat Drive	6 POINTS

Additional Perks

Wellness Workout Challenge

Keep your body moving for 12 hours each month and earn a quarterly \$50 Amazon Gift Card as a reward. Each month you complete your Wellness Workout Challenge, you'll also earn 3 points toward your Wellness Day. Track your workout time and record it in your Live Well Worksheet each quarter to redeem.

Here are some things you can do to keep moving!

- X Country Skiing
- Rowing
- Soccer
- Stair Climbing
- Jump Rope
- Hiking
- Weight Training
- HIIT Workout
- Yoga
- Walking
- Bowling
- Skating
- Baseball
- Skiing
- Jogging
- Tennis
- Pickleball
- Judo/Karate
- Football
- Volleyball
- Skating
- Golf
- Lap Swimming
- Running
- Cycling
- Basketball
- Racquetball
- Surfing
- Cardio Machines
- And whatever else might keep you moving!

Fitness Membership Reimbursement

Stay in shape with a monthly program and get reimbursed for up to \$50/month on the cost of the program. Qualifying expenses such as:

- Gym Membership
- Yoga Studio Membership
- Apple Fitness +
- Peloton
- Online Fitness Programs

submit your
reimbursement
request!



Castlight App

Castlight is a tool that helps you get the most out of your health plan and wellbeing benefits. You can use Castlight to find doctors and care, track your health spending, get recommendations to help you reach your health goals, and earn rewards for healthy activities. Create an account with your City of Chelan email address.

download the
Castlight App!



Frequently Asked Questions

Why should I participate in Live Well Chelan?

Not only does participating in the Wellness program make you feel better, but it also saves you and the City of Chelan money! When we qualify as an AWC eWell City, we save 2% off our medical insurance premiums, which lowers our cost and your cost for coverage each year! That saves the City and you almost \$30,000!

What happens if I miss a scheduled event because I'm out of the office?

Unfortunately we don't have a way for you to make up events that you've missed. But don't worry, there are lots of other opportunities to earn points for your Wellness Day off.

How do I know how many points I have towards my day off?

When you complete your quarterly Live Well Worksheet it will give you a summary of how many points you earned in that quarter. Keep track each quarter so you know how you're progressing, or just email the Wellness Team to find out where you're at! Our team can be reached at livewell@cityofchelan.us.

Do I have to upload any supporting proof of my activities?

We hope that you won't lie to us, so we trust that if you say you did something, you really did something. The only thing we'll need from you is a record of your expense for the Fitness Membership Reimbursement.

What if I got hired on later in the year? How do I make up points I missed?

Employees who start during the year would receive a Wellness Day if they completed a prorated equivalent of Wellness Points. For example, if an employee's employment starts in July, and he or she would need to complete at least 60 points in the remainder of the year to be awarded the Wellness Day in the following year.

What if I don't take my Wellness Day off in the year it was awarded?

You'll receive 8 hours in your Wellness Day payroll "bank" to use in the year following the completion of the 120 points. The hours will not roll over to the next year and should be used in full before the year is over. The day off must be taken in the 8-hour increment (i.e. no partial days off).

What if I have more questions about the Wellness Program?

If you've got any questions about Live Well, just shoot an email to livewell@cityofchelan.us and a member of our team will follow-up. Or, you're welcome to call the HR office at 509-682-8049 to talk to a real person.





**City of
Chelan**

Get in touch!

☎ 509-682-8049

✉ livewell@cityofchelan.us

🖱 cityofchelan.us/livewell
