

CASE STUDY

Allegan County



ALLEGAN WELLNESS

Key Takeaways

- With a county focus on financial wellness for one month, employees felt more financially secure, contributing to their overall well-being. This is important because it fosters employee satisfaction, lowering turnover rates, and boosts productivity by alleviating financial anxiety.
- Allegan County is considering expanding to a 60-day program.



Municipality Profile

- 600 employees which includes 24/7 staff at their 911 Dispatch Center, Sheriff's Office including Road Patrol and Corrections, Youth Home with a detention and treatment center, courthouse, all elected officials and their departments, Health Department, Administrative Departments, Parks and Recreation, Facilities and more.
- About 120,000 residents.

A Commitment.

Situation

In 2021, the Allegan County human resources team realized they needed to provide more information related to financial wellness. Educational sessions hadn't been well attended and employees weren't always seeing how short-term financial hurdles could jeopardize retirement success.

Process

The human resources team brainstormed what they could do to get people more information on the topic of Financial Wellness.

Strategy

The County held a "30 Days of Financial Wellness" event. Each week would have a different theme of education including:

- Savings
- Investing
- Healthcare
- Managing Debt
- Understanding Credit & Student Loans
- Budgeting and Estate & Retirement Planning

Emails were sent to employees with information on each of the topics, along with links to additional information. Employees were offered a chance to win a \$20 gift card as a prize for the

event. Employees could email HR with a note on what they learned each week, then at the end of the 30 days they drew a winner.

Employees were also offered virtual and in-person trainings which were recorded and shared with staff.

Results

Employee engagement increased, helping them to better understand and maximize their retirement benefits. Employees reported learning about how their benefits contribute to Financial Wellness and found the information they were presented with helpful.



Best-in-class team accepting Impact Award at the MERS 2023 Annual Conference

1134 Municipal Way
Lansing, MI 48917
www.mersofmich.com
800.767.6377

Note: This case study may contain a description of MERS benefits, policies or procedures. MERS has made every effort to ensure that the information provided is accurate and up to date. Where the publication conflicts with the relevant Plan Document, the Plan Document controls. For questions related to this document or other MERS products and services, please contact our Service Center at 800.767.6377