



Organization, Personnel and Effectiveness Committee

Human Resources Group Employee Wellness

Item 6a
Board Meeting
September 9, 2025



Item 6a Employee Wellness

Subject:
Employee wellness

Purpose:
Provide an overview of the programs, tools, and resources, offered through Metropolitan's Wellness Program.



MetFit
MyWellness Matters

Agenda

Wellness Program Overview

- Wellness Education
- Onsite Resources
- Fitness Support
- Reimbursement Programs
- Wellness Tools and Resources
- Financial Wellness

Wellness Education

Wellness Webinars

- Live & interactive sessions with Q&A
- Expert-led topics: nutrition, exercise, stress, and more
- Monthly on Wednesdays
- Sponsored by Kaiser Permanente
- Free for employees
- Watch on-demand: 90 days



Wellness Education

Additional Wellness Webinars Series

- Monthly sessions throughout 2025
- Topics support physical, mental & emotional well-being
- Sponsored by Employee Assistance Program & Kaiser Permanente
- Free for employees
- Full schedule available on the IntraMet
- Registration required
- Recordings available for 90 days

Wellness Education

Monthly Wellness Calendar

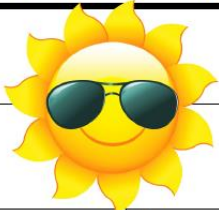
- Curated each month by the HR Business Support Team
- Includes all upcoming webinars with direct registration links
- Makes it easy for employees to stay informed and engaged
- Designed to support overall health and wellness through easy access

Monthly Wellness Calendar

Wellness Education



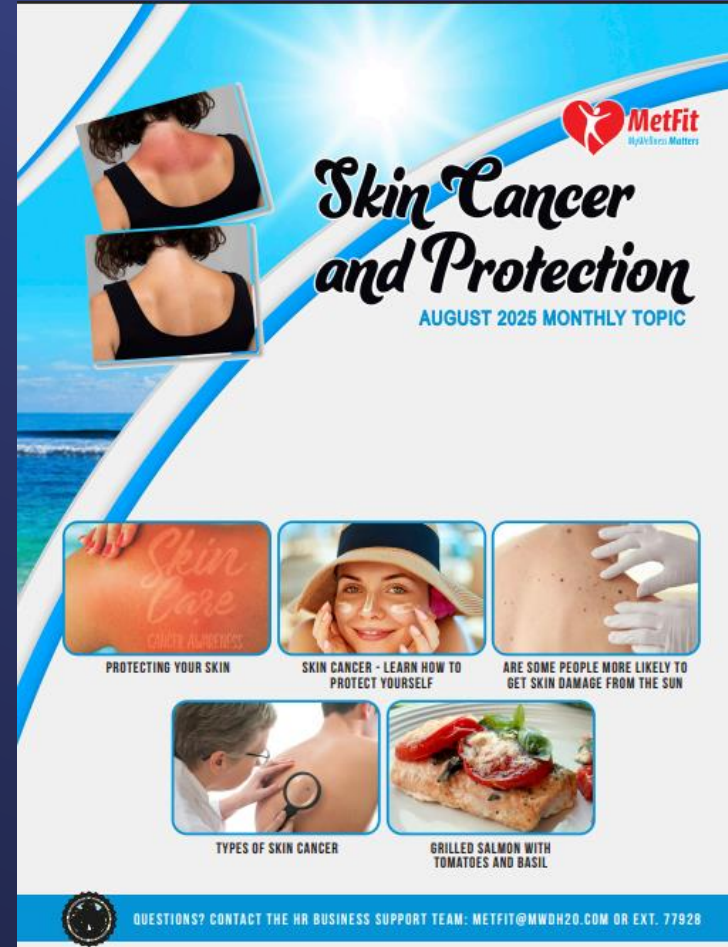
August 2025

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 FRIDAY OFF	2
3	4 Click on the webinar to access the link. Additional webinars and links may be found on the Wellness Page/Classes & Sessions.		6 		8 Practicing Calm Online Workshop 9:30a-10a	9 
10	11 	12 	13 Webinar Set Goals To Overcome Self-Doubt 11a-11:45a	14 Webinar Immunity Unlocked: Boosting Your Body's Natural Defenses 12p-12:45p	15 FRIDAY OFF	16 
17	18	19	20 Webinar Alcohol and Your Health 12-1pm Financial Well-Being: Where to Start 12-12:45p	21 Webinar Eat Well Live Well 12p-1p	22 Practicing Calm Online Workshop 9:30a-10a	
24 	25  Sunscreens and Your Morning Routine		27 Webinar Stress Management 3:30-4:45p	28 Webinar Winning the Fight Against Obesity: Tackling the Obesity Epidemic with Science-Backed Strategies 12p-12:45p	29 FRIDAY OFF Practicing Calm Online Workshop 9:30a-10a	30

• *Calendar is available on the IntraMet*

Wellness Education

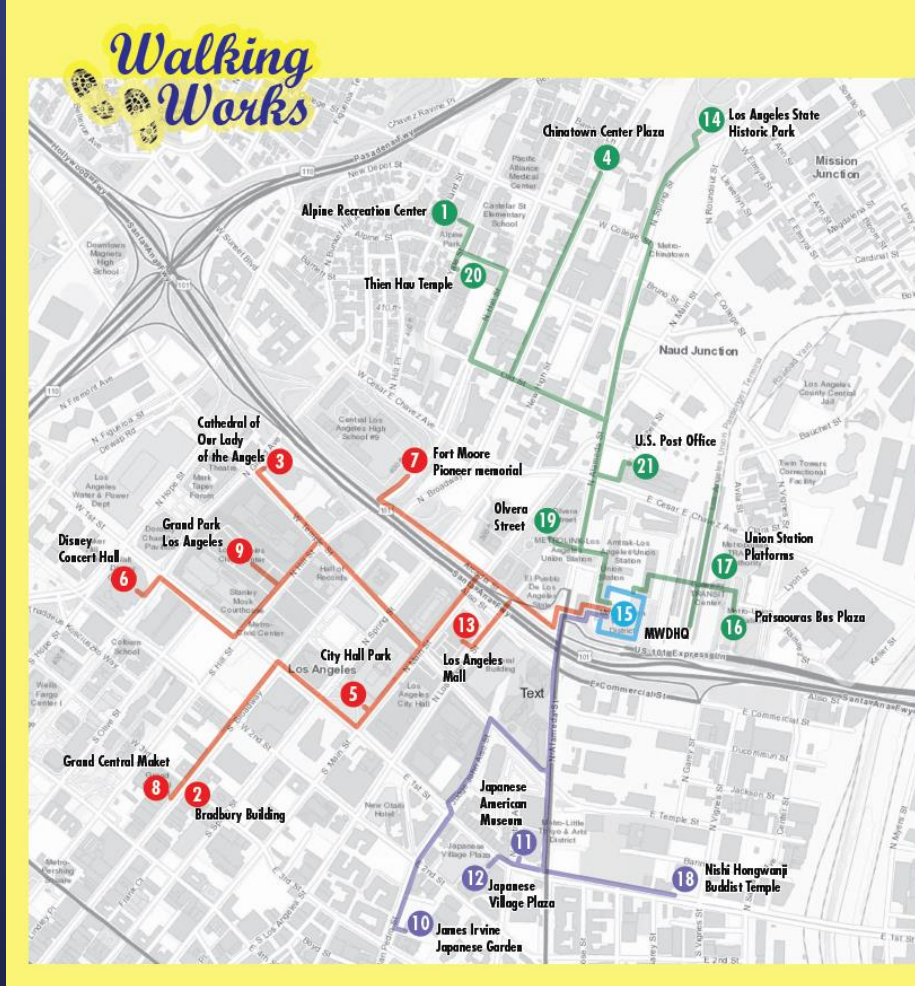
Sample Monthly Health Topic Flyer



- *Monthly topics and resources are available on the IntraMet*

Onsite Resources

Headquarters Vicinity Walking Map



Walking Works Wellness Program

Map I.D.	Destination	Distance (Mi.)	Time (Min.)
1	Alpine Recreation Center	1.8	38
2	Bradbury Building	1.8	38
3	Cathedral of Our Lady of the Angels	1.6	36
4	Chinatown Central Plaza	1.8	38
5	City Hall Park	1	22
6	Disney Concert Hall	2	48
7	Fort Moore Pioneer Memorial	1	28
8	Grand Central Market	1.8	38
9	Grand Park Los Angeles	1.6	34
10	James Irvine Japanese Garden at JACCC	1.6	20
11	Japanese American Museum	1.1	26
12	Japanese Village Plaza	1.2	28
13	Los Angeles Mall	0.8	20
14	Los Angeles State Historic Park	1.8	36
15	MWD HQ - Walk Around Building	0.2	6
16	MWD HQ - Metro Gateway/Pasadas Bus Plaza	0.5	11
17	MWD HQ - Union Station Platforms	0.3	6
18	Nishi Hongwanji Buddhist Temple	1.4	32
19	Olvera Street	0.6	10
20	Thien Hau Temple	1.6	36
21	U.S. Post Office	0.6	14

Distances are round-trip from MWD-HQ. Times are approximate.

Fitness Support

Corporate Rate Gym Memberships

- Metropolitan has partnered with the following health clubs:
 - 24 Hour Fitness
 - LA Fitness
 - YMCA
 - Curves
- Offered at corporate rates to support employee wellness
- Designed to help employees stay active and maintain a healthier lifestyle
- Eligibility:
 - Open to all employees represented by AFSCME, MAPA, SUPS, ACE and Unrepresented



Reimbursement Programs

Health Club Reimbursement Program

- Program Overview:
 - Promotes overall employee health and well-being
 - Reimburses health club membership fees
 - Available only at locations without an on-site wellness center
 - Receipts required for reimbursement
- Reimbursement Details
 - Up to \$17 month
 - \$204 calendar year maximum
 - Taxable income

Reimbursement Programs

Wellness Enhancement Reimbursement Program

- Program Overview:
 - List of qualifying wellness expenses applies
 - Promotes overall employee health & well-being
 - MOU-negotiated benefit for ACE, SUPS, MAPA
- Annual Reimbursement Limits
 - \$200/year for ACE, SUPS, and MAPA employees / \$400/year for Unrepresented
 - Applies per calendar year
 - Taxable income

Wellness Tools and Resources

Health Plan Provider Resources Booklet

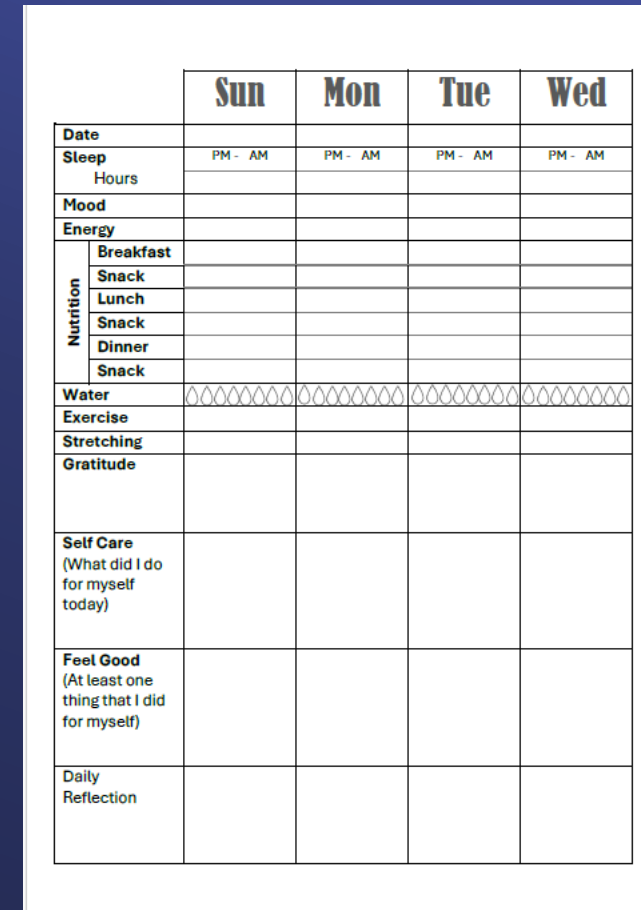
- Reference guide for employee well-being
- Curated by the HR Business Support Team as part of our wellness tools
- Includes programs, tools, and resources from our health care providers
- Supports a wide range of health and wellness needs
- Ideal for ongoing use and easy access to helpful information
- Available on the IntraMet

Wellness Tools and Resources

Introducing the Wellness Journal

- A tool for tracking and improving overall well-being
- Focuses on physical, mental and emotional health
- Curated by the HR Business Support Team as part of our wellness tools
- What's Inside:
 - Mindfulness & movement
 - Gratitude & self-care
 - Goal setting, habit tracking, and reflection

Wellness Journal: A Sneak Peek



Wellness Tools and Resources

Financial Wellness

Offered by the Employee Assistance Program (EAP)

- Access tools, resources & Money Coaches
- Build confidence and improve financial literacy
- Learn strategies for budgeting, debt reduction, buying a home, estate planning and more
- Join live webinars (budgeting, estate planning & more)
- 1-on-1 coaching for personalized financial support
- Contact EAP:
 - (800) 424-4039
 - <https://member.magellanhealthcare.com>

Wellness Tools and Resources

Financial Wellness

Offered by Empower Retirement and Financial Finesse

- Provide live webinars and consultations with financial professionals
- Topics covered:
 - Budgeting, Managing Debt & Student Loans, Fraud Prevention, Retirement Planning, and more
- Contact Benefits Unit
 - Email: BenefitsHotline@mwdh2o.com
 - HR Hotline: (213) 217-5505 – *Option 1 for Benefits*

IntraMet : Benefits | Wellness Program

How to Contact Us

- Email: Metfit@mwdh2o.com
- Phone: (213) 217-7738 - *HR Front Desk*
- IntraMet: Visit the **Wellness Program** page under **Benefits** for programs, resources, and updates
- Location: Headquarters, Business Support Team – Human Resources Group





Questions

