



I. Summary of Prominent Employee Wellness Offerings

Pocket Change

- financial education for employees, families, and students;
- face-to-face seminars provided by MOSERS/MPERS, including general life skills and a heavy emphasis on retirement deferral;
- web-based resources for retirement and other financial planning, including budgeting tools and calculators;
- a comprehensive listing of retirement and insurance resources for State employees.

Employee Assistance Program

- counseling and other services for consumer fraud and identity theft, as well as general legal and financial information;
- access to legal and financial professionals.

EverFi (third-party resource)

- web-based financial education offerings tailored to relevant demographics in the employee population;
- short, interactive, game-based modules with customizable subject matter for personal finance;
- custom benefit integration;
- administrative tracking and real-time reporting of employee registrations, module completions and scoring, and user attitudes.

Financial Finesse (third-party resource)

- online financial learning center assisting employers in assessing financial education needs of their employees;
- additional assistance in constructing education program to address those needs;
- workshops and webcasts focused on the particular identified need(s) of the employees assessed;
- one-on-one consultations and coaching with Certified Financial Planners;
- live group financial education sessions;
- integrated web platform offering employers data on program utilization, employee financial behavior changes, and survey results.

Hello Wallet (third-party resource)

- a spending/benefits application (web and mobile);
- assists individuals in tracking personal spending;
- maximizes understanding and utilization of an individual's available benefits;
- tools for financial planning, establishment of emergency savings funds, and monitoring investments.



II. Recommendations for Improving Financial Health and Wellness of State Employees

- form a steering committee composed of State department heads and other leadership to set forth ongoing wellness needs and best practices for meeting them;
- perform an in-depth review of the third-party wellness resources currently in place to better understand the benefits versus the costs of these services;
- incorporate a financial well-being assessment and financial wellness resource informational session into the new hire process;
- hold a financial literacy and benefits review for State employees every three years, and require or encourage the attendance of State employees;
- incentivize participation in personal financial education and familiarization with other wellness resources by offering additional retirement plan contributions, Health Savings Account contributions, and/or premium discounts for insurance for this participation;
- perform an in-depth review of non-salary benefits and resources currently offered by the State to gain a better understanding of these resources' utilization or lack thereof and their ongoing value (versus other potential benefits and resources) to the State's workforce;
- encourage participation in salary deferral programs by pairing education of these programs with education of State pension programs;
- perform an in-depth State employee wellness survey and study.