

# 2024 Carolyn C. Mattingly Award Winner

## FOR MENTAL HEALTH IN THE WORKPLACE

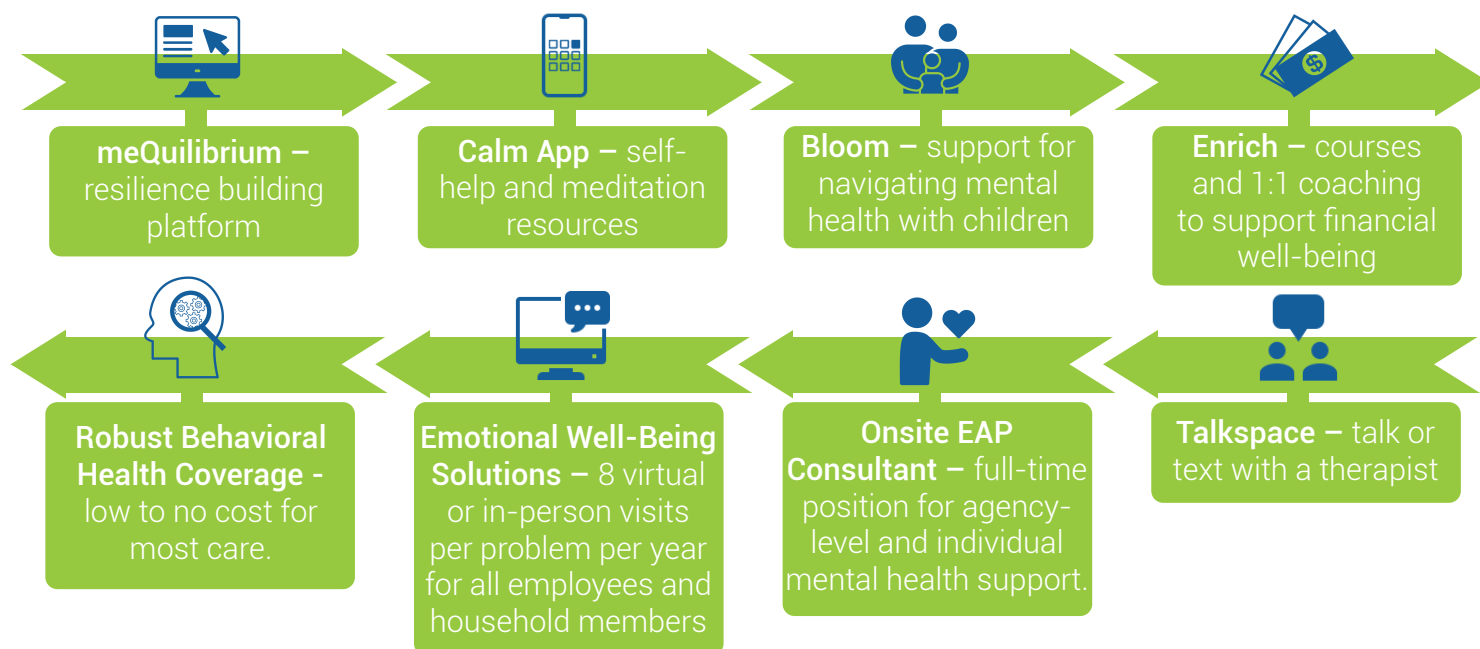
Franklin County Cooperative is responsible for the benefits and wellness programs for more than 40 government agencies in Central Ohio, serving more than 6,500 employees and their families. In 2021, the Cooperative built upon its longstanding commitment to workforce well-being by establishing mental health as one of three priority areas in its strategic plan. By prioritizing mental health, developing a concrete strategy, and setting measurable goals, the Franklin County Cooperative ensures that serving the county's residents starts with supporting the employees who do the work.



Franklin County  
Cooperative  
Health Improvement Program



## Resources to meet people where they are:



## Supporting holistic well-being:

- 3 full-time Health Engagement Nurses to support physical well-being and collaborate with Onsite EAP.
- Coverage for massage therapy, chiropractic care, and acupuncture.
- Family forming benefits, including financial support for adoption, surrogacy, and doulas.
- Free health coaching.
- Robust medical benefits with \$200-\$500 deductible and no co-insurance.

## Removing barriers for mental health care:

- Dedicated Onsite EAP Consultant is available in 24-48 hours to provide 1:1 support.
- 30 visits at no cost each year (visits 31+ available at a \$20 copay).
- \$0 deductible for behavioral health.
- No lifetime maximum benefits.
- Inpatient services, including substance use treatment, covered in full.
- Support finder helps members find a provider that meets their needs/preferences and takes care of reaching out to providers to confirm availability.
- Expansive gender affirming care.

"Thank you for all the support. I have been in tears and felt so lost. **But now I feel cared for and so much more in control of things.**" -Franklin County Cooperative Employee



## Helping leaders support their teams:

- Mental Health First Aid trainings.
- Manager's Guide to EAP.
- Well-being Leadership Forums (ex: dealing with difficult emotions, leading with healthy boundaries).
- Management Consultations & Referrals.
- \$300 grant fund for agency-specific programs.
- Collaborating with individual agencies and teams to provide customized support.

## Program Outcomes



**Improvements in sleep, anxiety, depression, and alcohol use** for cohort of 3,252 employees and spouses who took the HRA in 2023 and 2024.



**Increase** from 12.5% **EAP utilization** in 2022 to **14.1%** in 2023.



Nearly **60% increase in Onsite EAP Consultations** from Q1-Q3 2023 to Q1-Q3 2024.



2% increase from 2023 to 2024 in employees who "Strongly Agree" or "Agree" that "**Leaders show support for employees' well-being.**"



**98% of behavioral health claims** in 2023 were **covered** by the health plan.



Onsite EAP attended biometric events and **connected with over 1,200 employees** in 2024.

The Carolyn C. Mattingly Award for

**MENTAL HEALTH  
IN THE WORKPLACE**

The Carolyn C. Mattingly Award for Mental Health in the Workplace recognizes and celebrates exemplary organizations that advance the mental health and well-being of their workforce. Learn more here: <https://theluvuproject.org/workplaceaward/>