



Alameda-Contra Costa
Transit District

SR 25-191, Att1.

AC Transit Wellness Program

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Human Resources/ Wellness
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Wellness Program Mission

The AC Transit Wellness Program is dedicated to enhancing the well-being of all employees by promoting awareness of positive health behaviors and creating meaningful opportunities that support lasting lifestyle changes



How We Accomplish the Mission

Focus on 3 Strategic Health Pillars:

1. Preventing injuries and musculoskeletal claims
2. Reducing behavioral health costs
3. Managing chronic health risks



Injury Prevention Resources

Physical Fitness Resources

Daily On-Site Stretching

Targets areas linked to common on-the-job injuries

- Sprain/strain injuries have been the leading source of Workers' Compensation claims over the past three years.*

Operator & Employee Support

Wellness check-ins during new bus operator orientation

Sessions with employees returning to work

On-Site Gyms

Available at every District location



Behavioral Health Resources

Claremont EAP 2024 Utilization Report

- 15.1% utilization - *above industry standard*
- Counseling Services: 153 cases
- Work/Life Services: 69 cases
- Management Consultations: 28
- Digital Self-Service: 132

EAP usage data helps the Wellness team focus efforts on the issues most impacting AC Transit employees. In 2024, the most utilized service was counseling for relationship, family, and couple concerns. In response, the new Wellness website highlights resources that directly support personal relationships and families.

Behavioral Health Resources

Mental Health Resources

1st Annual Mental Health Fairs held at each District location in 2024

- 125 employees participated in 2025

Launched the AC Transit Employee Well-Being Resources website

www.actransit.org/mental-health



Behavioral Health Resources

Targeted Resources offered by Claremont EAP:

On-site Pilot Counseling Programs:

- Free 30–45-minute confidential sessions
 - Division 2: October - November 2019
 - Division 4: April - May 2022
- Severe & Persistent Mental Health Training
- On-site Grief Counseling
- On-site EAP Digital App education



Managing Health Risks

Quarterly Wellness Challenges

- Motivate employees to increase daily physical activity
- Build healthier habits through friendly competition
- Often, a simple challenge sparks lasting lifestyle changes

Participation in quarterly challenges has grown consistently!



113 participants in 2022

219 participants in 2023

235 participants in 2024

Managing Health Risks

Measure	Q4 2021	Q4 2022	Q4 2023	Q4 2024	Regional average	Industry average	National comparative data
Adult weight - overweight or obese	84.7%	85.6%	85.6%	84.3%	71.70%	81.40%	71.60%
Total cholesterol - borderline high or high	32.3%	33.0%	33.2%	32.5%	37.60%	34.30%	38.20%
Blood pressure - undesirable BP systolic/diastolic \geq 140/90	21.6%	21.5%	21.2%	18.6%	12.10%	13.90%	33.20%
Smoking rates	10.7%	10.3%	9.3%	8.4%	6.30%	8.30%	13.70%

Notable changes:

- Blood Pressure prevalence reduced from 21.6% → 18.6% (2021–2024)
- Smoking prevalence reduced from 10.7% → 8.4% (2021–2024)

Source: AC Transit's 2024 Utilization report from Kaiser

Managing Health Risks

Health Management Resources

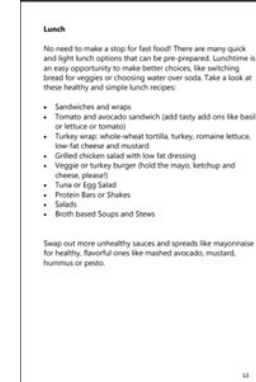
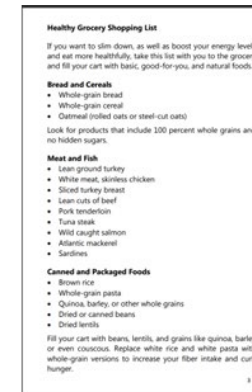
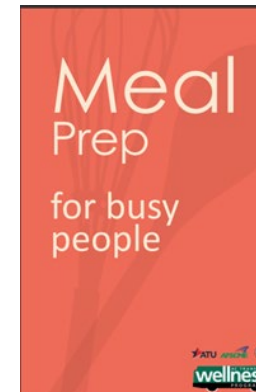
Monthly Webinars from Kaiser, HealthNet, and Claremont EAP

- One-on-one health coaching
 - Currently 16 participants
- Free monthly fruit distribution
- Annual Flu Vaccine Clinics
- Biweekly employee wellness newsletters



Health Management Resources

The Wellness Coordinator has created two books to help employees with meal planning and meal prep.



Personalized Care

The Wellness Coordinator meets individually with employees to provide body composition monitoring, nutrition guidance, fitness coaching, and disease management support.

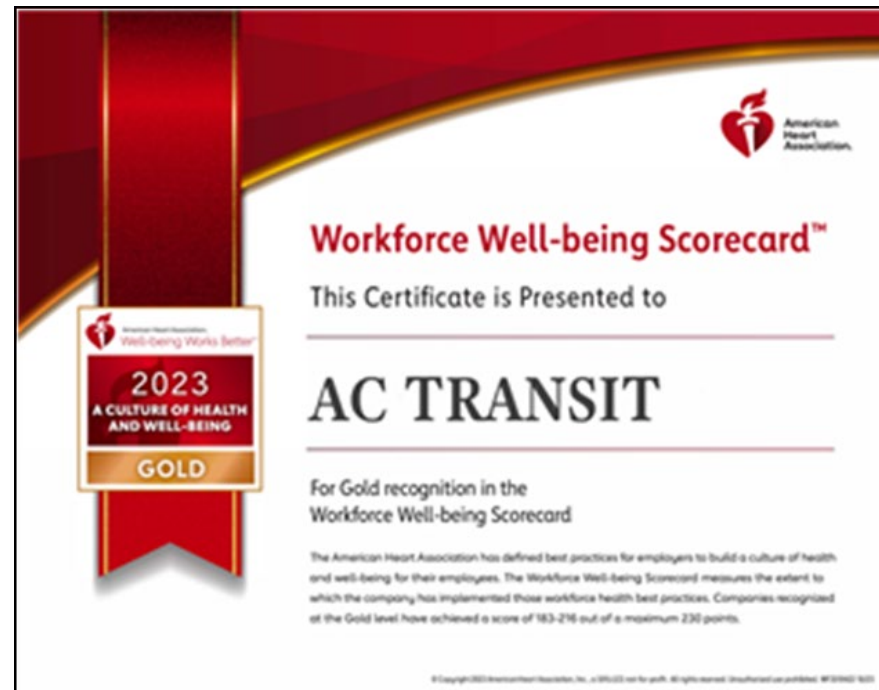


Wellness Program Achievements

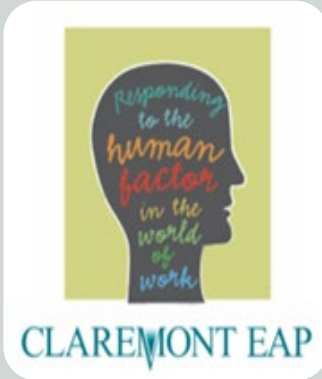
- Promoting healthy lifestyles has helped lower employee blood pressure and earned consecutive **American Heart Association awards**
- In-house development of **free meal planning books**
- Steady growth in participation in **quarterly health challenges**
- New Wellness Website with resources addressing common **mental health and well-being needs**

Wellness Program Award

AC Transit's Wellness Program was awarded the American Heart Association's Gold Level Workforce Well-Being Scorecard Recognition in both 2023 and 2024.



Future Initiatives



Increase on-site outreach, educating employees about Claremont EAP services to provide resources for mental health and work/ life support

Partner with District Health Providers to design a program on joint health to help lower and rehabilitate preventable joint injuries

Work with TEC to develop a series of stretching videos that will increase employees' muscle coordination and mobility, decreasing the risk of injury

Partner with Workers' Compensation and Safety Departments to reduce stress related claims and preventable injuries

Work with Learning and Development on an interview/ podcast-type discussion on health educational and training resources