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Title: Substitute resolution authorizing the Department of Employee Relations to establish an outcome-based wellness program.

Sponsors: THE CHAIR

Indexes: EMPLOYEE BENEFITS, HEALTH INSURANCE

Attachments: 1. Letter to Ald Murphy re: outcome-based wellness program, 2. Incentive Based Wellness Program Committee List WPLMC, 3. Incentive Based Wellness Program Proposal, 4. Hearing Notice List

Date	Ver.	Action By	Action	Result	Tally
5/21/2013	0	COMMON COUNCIL	ASSIGNED TO		
7/15/2013	0	FINANCE & PERSONNEL COMMITTEE	HEARING NOTICES SENT		
7/17/2013	0	FINANCE & PERSONNEL COMMITTEE			
7/23/2013	1	COMMON COUNCIL	ADOPTED	Pass	15:0
7/29/2013	1	MAYOR	SIGNED		

130115
SUBSTITUTE 1
THE CHAIR

Substitute resolution authorizing the Department of Employee Relations to establish an outcome-based wellness program.

This resolution authorizes the Department of Employee Relations, in cooperation with Workforce Health, to initiate an outcome-based wellness program to keep employees engaged in wellness activities throughout the year. This initial effort would take place between August 2013, and March 29, 2014, at a cost of up to \$900,000. The costs are anticipated to be offset by carryover funds from the 2013 City healthcare budget.

Whereas, The City has provided a participatory wellness program since late 2010 to all City employees and spouses; and

Whereas, The wellness program includes lab work, an on-line questionnaire and an half-hour meeting with a health coach; and

Whereas, The program has had an over 85% participation in each of the first 3 years; and

Whereas, The City intends to continue this participatory wellness program; and

Whereas, The City has a 12-member Wellness Prevention and Labor Management Committee (WPLMC) whose list of members is attached to this file; and

Whereas, The WPLMC, at its July 1, 2014 meeting, adopted an outcome-based program that would encourage employees to get at least 100 points based on optimal lab values, improvements in lab values from the previous year, and activities related to improved lab values; and

Whereas, After looking at various rewards, DER and the Budget Office agree that it is in the best interests of the City to recommend that a \$150 contribution to an employee's Health Reserve Account (HRA) would be the best method to encourage employee participation in an outcome-based program; and

Whereas, An HRA account is a tax-advantaged method to provide employer funds to an employee account to be used for out-of-pocket medical expenses without an annual deadline to use the funds, and with the employee having the ability to take the funds with him or her upon separation from the City; and

Whereas, The City intends to initiate this program by the end of August 2013 with Workforce Health as the administrator and employees having until March 29, 2014 to earn the 100 points for the HRA award; and

Whereas, The continued investments in wellness are expected to result in healthier employees and lower health care costs; and

Whereas, DER and the Budget Office agree funds for the outcome-based wellness program rewards are anticipated to be offset by carryover funds from the 2013 City healthcare budget; and

Whereas, Other employers operate successful outcome-based wellness programs that provide rewards to their employees; now, therefore, be it

Resolved, That the Department of Employee Relations, in cooperation with Workforce Health, is directed to initiate an outcome-based wellness program in August 2013 in which employees are eligible to receive a \$150 HRA award in early 2014.

Department of Employee Relations

LRB147733-2
Mary E. Turk
7/15/13