

CITY COUNCIL MEMORANDUM

AGENDA ITEM

Establish a Special Revenue Fund for Wellness

ORIGINATING DEPARTMENT

Human Resources

BACKGROUND INFORMATION

Employee engagement with respect to wellness was incentivized for the first time in FY17. At a workshop on June 7, 2016, City Council was briefed on the employee participation and engagement surcharge. Employees were given two activities for which participation was required to avoid paying a non-engagement surcharge that accompanied their healthcare premium. Employees who chose not to participate are paying an engagement surcharge of \$50 per month, a total of \$600 annually.

The parameters set by the IRS with respect to spending the funds focus on employee wellness.

DISCUSSION/CONCLUSION

Wellness programs will be designed to improve employee health and subsequently assist in reducing the cost of healthcare. Examples include membership in the city gym and smoking cessation programming. For FY18, the City is considering an additional wellness surcharge for tobacco use.

FISCAL IMPACT

From the non-participation wellness fee, revenue in the special fund is projected to be \$100,000. Expenditures directly related to wellness will be \$100,000.

RECOMMENDATION

Staff recommends that the City Council approve establishing a special revenue fund for wellness.