

CITY COUNCIL MEMORANDUM

AGENDA ITEM

Budget Amendment to Establish a Special Revenue Fund for Wellness

ORIGINATING DEPARTMENT

Human Resources / Finance

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.

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 smoke cessation programs. For FY18, the City is considering an additional wellness surcharge for tobacco use.

FISCAL IMPACT

Currently, 209 employees pay the non-participation wellness fee. It is estimated that approximately \$100,000 in revenue will be deposited into the special revenue fund. Expenditures directly related to wellness will be \$100,000.

Special Revenue Fund

Revenues:

Account Number	Description	Original Budget	Budget Increase	Amended Budget
252-0000-363-9950	Misc. Receipts	\$0	\$100,000	\$100,000
Total		\$0	\$100,000	\$100,000

Expenditures:

Account Number	Description	Original	Budget Increase	Amended Budget
252-2305-418-4105	Office Supplies	\$0	\$ 5,000	\$ 5,000
252-2305-418-4475	Dues & Memb	\$0	\$ 65,000	\$ 65,000
252-2305-418-4705	Medical/Couns	\$0	\$ 30,000	\$ 30,000
Total		\$0	\$100,000	\$100,000

General Fund

Account Number	Description	Original	Budget Increase	Amended Budget
010-0000351-5000	Rec Ctr. Memb	\$0	\$ 65,000	\$ 65,000
Total		\$0	\$ 65,000	\$ 65,000

RECOMMENDATION

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