



Request for City Council Committee Action from the Department of Human Resources

Date: July 16, 2007
To: Health, Energy and Environment
Referral to: N/A

Subject: Citywide Health and Wellness Program resolution

Recommendation: Receive and file

Prepared by: Amy Friedman

Approved by: _____
Pam French, Director,
Human Resources

Steven Bosacker, City Coordinator

Presenters in Committee: Amy Friedman and Patty Bowler

Financial Impact

- No financial impact

Research shows that comprehensive health and wellness programs increase employees' overall health and productivity and reduce health care costs, absenteeism and workers' compensation costs.

Supporting Information

This Resolution is to establish a comprehensive Citywide Health and Wellness Program that affirms the City's commitment to employees' overall health and well-being and supports creation of a Wellness Creation. This resolution will be presented to Ways and Means, Human Resource's home committee, for approval.

The objectives of a Health and Wellness Program include:

- Assist employees in improving their overall health and wellbeing
- Improve employees' health habits and health risk status
- Improve employees' nutrition and levels of physical activity
- Reduce the City's costs in areas of health care, absenteeism, presenteeism and turnover
- Improve employee productivity
- Engage employees in health plan and wellness offerings

Through a Health and Wellness Program we hope to impact employees' lifestyle choices, and therefore reduce their risks for illness in the future. The aggregate results of the City's recent wellness assessment initiative provide information about the areas and levels of risk for our employees. Research has shown the presence of multiple risk factors to be one of the strongest predictors of increased health care costs. The risk breakdown of those that took the wellness assessment, below, shows that 54% of those that took the wellness assessment are at high risk. The breakdown of risk level is:

Risk Status	# of Risks	Participants
Low Risk	0-1 risks	10%
Moderate Risk	2-3 risks	36%
High Risk	4 or more	54%

A study that looked at 6 large organizations found that excess risk accounts for at least 25% to 30% of medical costs per year.¹ One goal of the health and wellness program is to minimize excess risk by keeping those who are low risk at that level as well as helping some employees move from moderate or high risk to low risk.

A wellness committee will be critical to the success of a health and wellness program. The committee will contribute to the development, implementation and evaluation of the program and will consist of 12-15 employees from across all levels and departments of the organization.

¹ Wright, Douglas PHD; Adams, Laura MBA; Beard, Marshall J. CEBS, CLU, ChFC; Burton, Wayne N MD; Hirschland, David MBA; McDonald, Timothy MHS, Napier, Deborah, MS, DHES; Galante, Salvatore MD, MPH; Smith, Thomas; Edington, D W PhD "Comparing Excess Costs Across Multiple Corporate Populations." *Journal of Occupational and Environmental Medicine*, September, 2004, 46:9.