

**Function:**  
**General Government**

**Department:**  
**Parks and Recreation**

**Activity:**  
**Wellness Program**

#### **GENERAL INFORMATION**

The City's Employee Wellness Program has been funded annually from the City's Health Insurance Fund. Wellness program activities vary a great deal and have included blood screening, physical fitness evaluations, flu shots, recreational activities and alcohol and drug awareness programs. All full-time and part-time employees are eligible to participate. Spouses are also encouraged to participate. Other programs initiated by the wellness program include Smoke Stoppers, Weight Watchers, personal safety classes, stress management, and other health-related seminars and clinics. An ongoing emphasis of the wellness program is to promote a healthy lifestyle for employees and their families.

The program also provides an ongoing employee blood pressure screening program as well as the Employee Fitness Scholarship Program. This particular program offers partial reimbursement to employees who participate in local fitness centers.

#### **CURRENT TRENDS AND ISSUES**

Responsibility for the Wellness Program has been assigned to the Parks and Recreation Department. Through the summer of 2011 the Parks Department Office Coordinator served as the Wellness Coordinator. With the change in the Office Coordinator position, the Program Supervisor is currently leading this program with the assistance of other Parks staff. The Wellness Program is also coordinated with representatives of the Human Resources and Public Works departments in order to develop and implement employee safety programs as well as providing traditional Wellness programs. Participation in the wellness program continues to elicit positive feedback from employees.

The revised estimate for 2011/2012 is \$2,900 less than the budgeted amount due to personnel cost savings with the change in the Office Coordinator position. The budget for 2012/2013 is \$3,300 (5.2%) less than the original 2011/2012 budget due to decreased personal services costs with the staffing change. The budget for 2012/2013 continues the wellness and health screening programs offered through Genesis Health Systems.

#### **GOAL STATEMENT**

To provide City of Muscatine employees and spouses with the knowledge necessary to help them become the best they can be physically and emotionally as individuals and as employees of the City, as part of the City's continued effort to improve employee efficiency and productivity.

## **PERFORMANCE MEASURES**

	<b>Actual 2009</b>	<b>Actual 2010</b>	<b>Actual 2011</b>	<b>Estimated 2012</b>	<b>Estimated 2013</b>
Employee Wellness Opportunities *	N/A	N/A	10	12	12
Employee Wellness Participants *	N/A	N/A	346	350	350
Employee Assistance Program Participation Levels *	N/A	14.47%	12.15%	15%	15%
Disease Management Program Participation *	N/A	N/A	129	130	130

\* New performance measures were created in 2011 to better measure the effectiveness of the Wellness program. Past numbers are not available for all benchmarks.

## **RECENT ACCOMPLISHMENTS**

Wellness continues to be important to City employees as demonstrated through their participation and continued interest in the wellness offerings.

The Genesis Wellpower program has been offered for three years (2009-2011). This year there were 93 participants in the health screenings. Those who have participated in multiple years are given comparative results from year to year that allows them to track their progress. Continuing these tests is important as typically these tests are not performed by a doctor until there are symptoms present, which in turn can make it more difficult/costly to treat. The health screenings received through the wellness program are a good way for employees who might have a borderline problem to get treatment or make lifestyle changes before a health crisis presents itself.

To give employees the extra incentive to lose weight through diet and exercise, the wellness program again had a "Biggest Loser" contest.

Wellness scholarships continue to be offered to employees. Participants are reimbursed for a portion of their fitness memberships by providing a log of their attendance at a fitness facility.

Other programs held throughout the year include the Employee Assistance Program (counseling services), Influenza Vaccinations, Hepatitis B Vaccinations with Bloodborne Pathogens training, and Hearing Tests.

This fall, the Wellness Program transitioned from the Office Coordinator to the Program Supervisor. The wellness offerings for city employees will continue to be evaluated to serve the needs of the employees.

### ***OBJECTIVES TO BE ACCOMPLISHED IN 2012/2013***

- \* To research comprehensive screening programs and see what would be a good fit for the City of Muscatine employee group.
- \* To create a new incentive program to motivate employees to improve their health screening numbers.
- \* To increase participation in the WellPower program.
- \* To offer new wellness programs to increase employee participation.
- \* To explore and implement “Lean” initiatives related to the Wellness program. (**Management Agenda High Priority**)

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	Actual 2009/2010	Actual 2010/2011	Budget 2011/2012	Revised Estimate 2011/2012	Budget 2012/2013	Percent Change
<b>Expenditure Summary</b>						
Personal Services	\$ 28,496	\$ 29,149	\$ 30,100	\$ 27,200	\$ 26,800	-10.96%
Commodities	1,018	913	2,000	2,000	2,000	0.00%
Contractual Services	20,302	21,751	30,800	30,800	30,800	0.00%
Capital Outlay	-	-	-	-	-	
Transfers	-	-	-	-	-	
<b>Total Expenditures</b>	<b>\$ 49,816</b>	<b>\$ 51,813</b>	<b>\$ 62,900</b>	<b>\$ 60,000</b>	<b>\$ 59,600</b>	<b>-5.25%</b>
<b>Funding Sources</b>						
Health Insurance Funds	<u>\$ 49,816</u>	<u>\$ 51,813</u>	<u>\$ 62,900</u>	<u>\$ 60,000</u>	<u>\$ 59,600</u>	<u>-5.25%</u>

	<b>Personnel Schedule</b>					
	Actual 2009/2010	Actual 2010/2011	Budget 2011/2012	Revised Estimate 2011/2012	Budget 2012/2013	Budget Amount 2012/2013
<b>Full Time Position Allocation:</b>						
Office Coordinator	0.50	0.50	0.50	0.50	0.50	\$ 17,000
Employee Benefits						9,800
<b>Total Personal Services</b>						<b>\$ 26,800</b>