

**RESOLUTION NO. 006-2017, AS AMENDED**

**A RESOLUTION AUTHORIZING THE EXPENDITURE OF WELLNESS INCENTIVE FUNDS WITHIN THE HUMAN RESOURCE BUDGET AND DECLARING AN EMERGENCY.**

WHEREAS, in 2011, the City of Findlay was experiencing a significant financial crisis, in part, due to the ever increasing cost of employee healthcare; and,

WHEREAS, the City's Collective Bargaining Units filed a grievance because of the anticipated increase in healthcare costs being discussed; and,

WHEREAS, with the assistance of all of our Bargaining Units, an employee Health Insurance Committee (HIC) was formed to conduct regular meetings aimed at discussing the increase; and,

WHEREAS, the HIC evolved into representation from all employee groups with a focus on the function, cost and financial condition of the healthcare plan, a component of which is "wellness"; and,

WHEREAS, the City of Findlay healthcare costs control effort has benefited greatly from the committee and education of the employees; and,

WHEREAS, studies show that "wellness" and organizations with "wellness programs" experience less overall employee illness, which ultimately reduces healthcare cost by approximately three (\$3.00) for every one dollar (\$1.00) invested in wellness.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Findlay, State of Ohio:

SECTION 1: That this Council supports the expenditure of Council approved "wellness" incentive funds within the Human Resources budget to encourage City employees to participate in "wellness" and "wellness challenges" throughout the year in an effort to help control healthcare costs to the City and its employees' now and into the future all in accordance with the current "City of Findlay Wellness Program" policy.

SECTION 2: That this Council finds that said expenditures are a proper public purpose.

SECTION 3: This Resolution shall be in full force and effect from and after the earliest period provided by Law.

  
PRESIDENT OF COUNCIL

  
MAYOR

PASSED February 7, 2017

ATTEST Denise DeVore  
CLERK OF COUNCIL

APPROVED February 7, 2017

**Policy # 2016003**

**Date In Effect: 12/2016**

**Latest Revision: 12/2016**

### **City of Findlay Wellness Program**

The City of Findlay supports the overall health and well-being of its employees. A healthy workforce results in a more productive workforce with less absenteeism, few accidents, lower health care demands, and greater overall savings by reducing the incidence of disease and disability. City employees are encouraged to participate in all wellness program activities in order to reduce health risks before serious problems occur and to improve management of existing health conditions.

#### **Purpose**

The purpose of the City of Findlay's Wellness Program is to create a "culture of wellness" by providing activities and information that promote a healthy and fit lifestyle.

The activities will concentrate on the following areas:

- Weight Control
- Diet and Exercise
- Stress Management

#### **Conditions of Eligibility**

- Employees and their spouses that are currently covered under the City's group health plan. Spouses are not eligible for wellness activity incentives.

#### **Activities for Employee Wellness**

The City of Findlay encourages healthy lifestyles by:

1. Utilizing the Health Insurance Committee and City employees to assist with developing and implementing ideas and activities for employee wellness.
2. Communicating and promoting wellness programs and health improvement through the City's Health Insurance Committee, City's Healthy and Alive Facebook page and City's [cofhealthvandalive.com](http://cofhealthvandalive.com) email blasts.
3. Encouraging the inclusion of healthy food options for City functions.
4. Promoting the use of stairways instead of elevators.
5. Providing educational resources that promote exercise, good nutrition, and healthy lifestyles.
6. Providing a wellness incentive to participate in targeted wellness activities during the year.

### Wellness Program Activity Guidelines

- All activities will be announced at least two weeks in advance of commencement. Any incentive information for activity participation will be provided as well.
- If participants are broken up into teams the selection of those team members will be random. This will be done so that no team will have a competitive advantage.
- Any and all activities must be compliant with rules, policies and/or laws that are addressed in any federal, state and/or local guidelines that address wellness programs with incentives and/or Protected Health Information.
- The City will comply with IRS rules and regulations.
- Incentives may be taxable.

### Function

In working with the Health Insurance Committee, union representations, and the City's benefits consultants, we will develop annually, wellness program activities that are in compliance with all federal, state, and local rules, regulation, and laws.

### Funding

The Health Insurance Committee may design City - sponsored initiatives that could have various incentives tied to participation and health contingent outcomes. The wellness and incentive budgets will be approved by Council as part of the annual budget process or in a special appropriation.

### Compliance with Health Insurance Portability and Accountability Act of 1996 (HIPAA)

The Program will restrict the use and disclosure of protected health information (PHI) received and/or maintained in connection with the wellness incentive program in accordance with the provisions of the medical plan SPD describing the compliance requirements under HIPAA.

Director of Law Review

Service-Safety Director

Mayor