

SULTAN CITY COUNCIL
AGENDA ITEM COVER SHEET

ITEM NO: D - 2

DATE: September 24, 2009

SUBJECT: Establishing a Health and Wellness Program

CONTACT PERSON: Deborah Knight, City Administrator
Julie Addington, Administrative Assistant

ISSUE:

The issue before the City Council is to discuss establishing and supporting a Health and Wellness Program for the City of Sultan employees.

STAFF RECOMMENDATION:

Direct staff to return with an adopting resolution to implement a Health and Wellness Program.

SUMMARY:

The City of Sultan purchases its employee health benefits through the Association of Washington Cities (AWC) benefits "pool". AWC encourages cities through grants and other incentives to adopt employee wellness programs.

Employee health is related to lifestyle decisions and many illnesses and injuries can be prevented by having a wellness program in place. Wellness programs increase participants awareness of their health options by helping them acquire knowledge, skills and motivation to achieve healthy lifestyles.

Many employers and health providers recognize that employee health can result in less absenteeism and enhanced productivity.

AWC offers mini grants and other incentives for cities that participate in a wellness program. A new program starting in 2011 offers cities a financial reward to members with outstanding wellness programs. Cities that win the 2011 Well City Award will get a 2% premium discount on their Regence Blueshield/Asuris Northwest Health employee and spouse premiums. The discount would be applied to the next years premiums.

FISCAL IMPACT:

The program will be started with council approval in 2009. Staff will recommend a small (\$250.00 to \$500.00) budget for 2010. The program will be managed by city staff. Other financial benefits include:

- Healthy city discounts on medical premiums
- Reduced health care costs
- Reduced employee sick time

RECOMMENDED ACTION:

Direct staff to return to council with a resolution establishing a city employee wellness program.

ATTACHMENTS:

- A – Draft Resolution
- B – AWC Wellness Works

DATE:

**CITY OF SULTAN, WASHINGTON
RESOLUTION**

**A RESOLUTION OF THE CITY OF SULTAN ESTABLISHING A CITY EMPLOYEE
WELLNESS PROGRAM.**

WHEREAS, the City of Sultan recognizes that employee health is related to lifestyle decisions and many illnesses and injuries can be prevented by positive individual health practices, and

WHEREAS, this program increases participants' awareness of their health options by helping them to acquire the knowledge, skills and motivation to achieve and maintain healthy lifestyles; and

WHEREAS, the City of Sultan further recognizes that improvements to employee health, achievable through active workplace health promotion programs and activities can result in better morale, reduced absenteeism and enhanced productivity and performance amongst City employees, and

WHEREAS, the improved fitness and good health of the City's employees is a benefit to our citizens through enhanced productivity and as a practical strategy to control healthcare expenditures;

NOW THEREFORE, BE IT RESOLVED by the City of Sultan Council its support of the City of Sultan Wellness Program.

PASSED AND ADOPTED this 24th day of September 2009.

Carolyn Eslick, Mayor

ATTEST:

Laura J. Koenig, City Clerk

**CITY OF SULTAN, WASHINGTON
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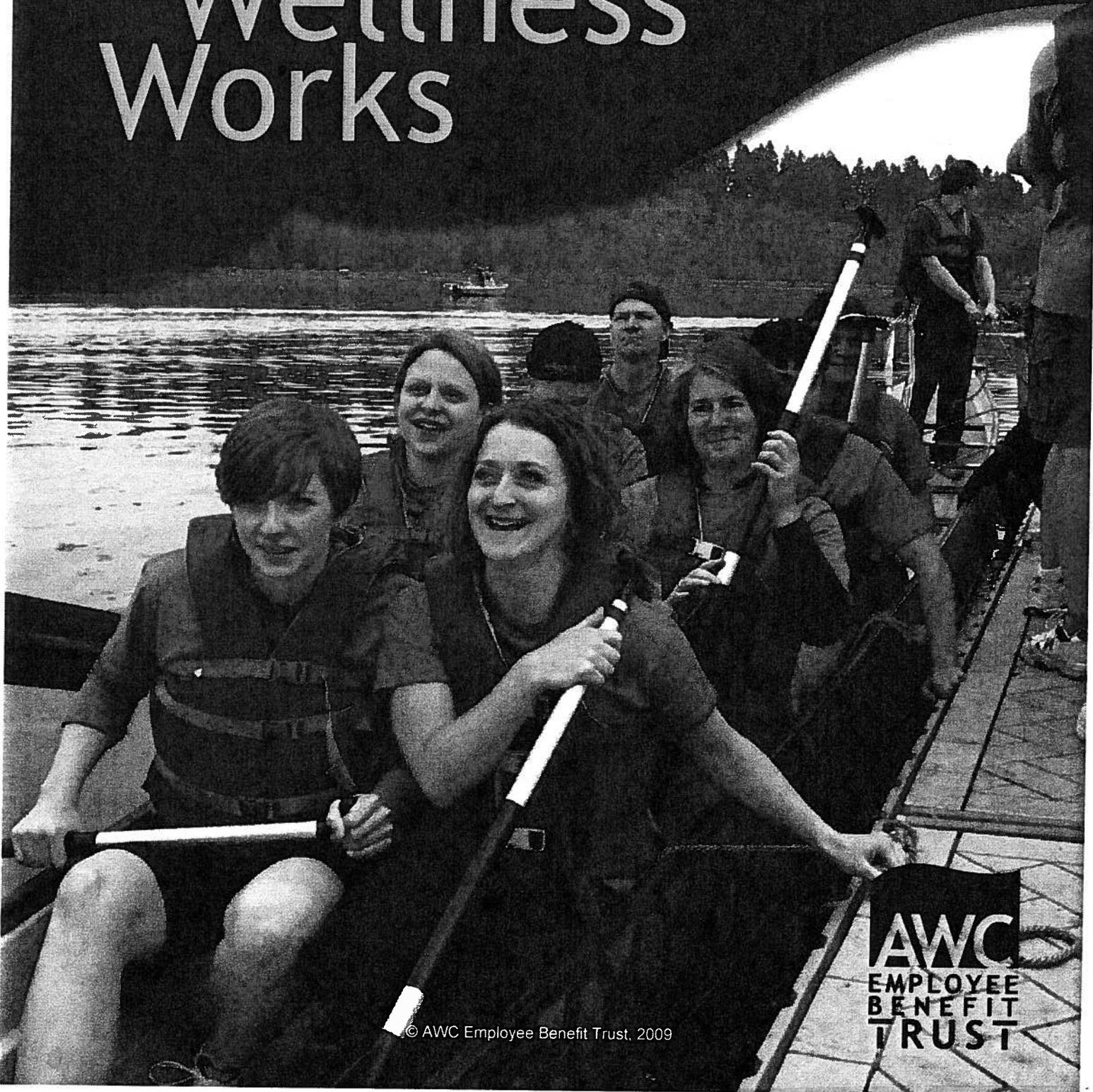
Carolyn Eslick, Mayor

ATTEST:

Laura J. Koenig, City Clerk

2009
A healthy city begins with healthy people.

AWC
Wellness
Works



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AWC
EMPLOYEE
BENEFIT
TRUST



Investing in employee health

Employee health impacts city budgets

“Eighty-two percent of city officials report that the rising cost of employee health benefits impacted the budget over the past four years, with 52 percent reporting it was a major impact.”

— AWC's 2009 State of the Cities report

Health care costs hit Washington cities and towns hard over the past decade, rising 200 percent from 1998 to 2008. Cities report that employee health benefit costs are among the most negative impacts on the budget, ranking alongside infrastructure needs, public safety costs, and inflation.

Health promotion reduces health costs

“The truth is, healthy employees not only cost less in medical care, they also are more functional at work, absent less often, experience fewer injuries, and arrive back on the job more quickly after they do get injured. You can't get much more “core” to business than that.”

— Wendy D. Lynch, PhD, *What is a Healthy Employee Worth?*, 2002

Workplace health initiatives provide solutions for controlling escalating health care costs. Research confirms that well designed health promotion programs help employees improve their health by reducing health risks. Such programs return, on average, from \$3 to \$5 for every \$1 invested.



Invest in health to control costs and maximize performance

“Health is a performance driver. Investing in health not only controls expenses, but also protects, supports, and enhances human capital. It is fundamental to a healthier bottom line.”

— Partnership for Prevention, *Leading by Example*, 2005

Good health makes good business sense. When you make a commitment to employee health AWC will provide the guidance and support you need to develop an effective wellness program based on health promotion industry best practices. Now is the time to invest in the health of your workforce.

“ The mission of the wellness committee is to promote the improved health and well being of our employees in order to prevent illnesses and injuries, improve morale, reduce absenteeism, and enhance productivity and performance for the service provided to the citizens of Toppenish.”

— City of Toppenish



Program support

Leadership Development

Consultations

AWC Wellness staff visit worksites, meet with you personally at training events, and provide guidance by phone and email. We're here to help, encourage, and inspire.

24th Annual Employee Health Academy

The Academy brings together city leaders, managers, wellness staff, and national experts for health promotion training, networking, and program planning. The 2009 Academy takes place April 14 - 16 in Richland.

23rd Annual Healthy Worksite Summit

The Summit provides training and networking opportunities for workplace health, benefits, and safety leaders from public and private organizations across Washington. The 2009 Summit will take place in Bellevue (October 7 - 8) and Spokane (October 9).

Certificate of Wellness

Leadership program
AWC's professional development program in workplace health promotion offers training, support, and recognition to municipal employees, managers, and elected officials.

Wellness Coordinator Mentor program

Experienced coordinators provide guidance to new coordinators and committee members through structured exercises and informal communications.



Program Planning

AWC's Workplace Wellness Planner

Our comprehensive manual guides wellness leaders through the design, delivery, and evaluation of a results-oriented workplace health promotion program.

HQ Management Report

Based on results of the annual Health Questionnaire (HQ), this report provides the essential aggregate data needed to focus wellness efforts on identified health risks.

Wellness Works News

This quarterly newsletter delivers current information about health promotion best practices and the AWC Wellness Works program.

Coordinator Communique

Our monthly e-newsletter keeps wellness team members current on AWC Wellness Works trainings, programs, grants, and news.

Wellness Works Web Page

Find details about all of our programs at www.awcnet.org/wellness.

AWC Library and Program Kits

Access to hundreds of videos, program aids, materials, and resources on a wide variety of health topics.



“The purpose of the City of Lake Stevens wellness program is to create an environment that supports healthy lifestyles and offers opportunities for employees to optimize their health and well-being.”

— City of Lake Stevens

Grant Programs

Wellness Program Incentive Grant

Provides funds for starting a wellness program based on health promotion industry best practices. \$20 per employee with AWC Trust medical insurance (\$400 minimum).

Matching Grant for Targeted Health Risks

Provides \$2,000 - \$5,000 for established, AWC-approved programs to conduct activities targeting identified health risks.

Wellness Mini-Grant

Provides funds for follow-up education & activities to reduce health risks identified by participation in the annual Health Questionnaire (HQ). \$50 - \$500 per year.

Employee Resources

MyWellnessWorks.org

A personal health website powered by WebMD, customized for each individual user, offers the most current, trustworthy health information available, complete behavior change programs, and a variety of interactive tools.

Health Risk Assessment

The Health Questionnaire (HQ) confidentially assesses specific health risks, enabling individuals to identify and address the most important health changes they can make.

Onsite Health Screenings

Biometric tests provide essential data for assessing health, setting behavior change goals, and monitoring progress.

Personal Health Coaching

Experienced health professionals offer guidance and encouragement for reaching personal health goals. Coaching is effective and completely confidential.

Wellness Newsletter

Monthly wellness tips, recipes, quotes, and more written in a fun, entertaining way and delivered directly to employees' homes.

AWC's Wellness Campaigns

We provide everything coordinators need to run two annual health promotion campaigns at their workplaces. We even provide funds for incentives to encourage participation.



Health Care Consumerism Training

The Healthy Decisions training modules teach employees how to be wise health care consumers.

Nurse Advice Line

Nurses are available 24 - 7 to answer questions about health issues and treatment options.

Self-Care Books

The *Healthier at Home* self-care book addresses health issues from A to Z, and guides individuals to make wise decisions about health care treatment options.

Tobacco Dependence Treatment

Free & Clear's Quit for Life program is available for those who are ready to quit tobacco.

Employee Assistance Program

Short-term, confidential counseling provides help with stress, grief, relationships, parenting, finances, alcohol & other drugs, and more.





AWC Wellness Staff, left to right:
Jon Smith, Julie McDowell, Gayla Gjertsen,
Caleb Holmes, Jessica Galuska,
Linda Triplett, Laura Langston

Health promotion leaders

The Association of Washington Cities was one of the first municipal leagues to offer workplace health promotion services. Over the years, leagues across the country have turned to the AWC Trust's wellness staff for guidance when developing their own health promotion programs.

AWC's Wellness Works program

Wellness Works has grown from a small project to a comprehensive population health management program over the past 24 years. Today we provide leadership, guidance, and resources for building healthy, productive workplace cultures and controlling health costs in Washington's cities and towns.

Your wellness team

AWC's wellness staff exists to support your health promotion efforts - consider us members of your own wellness team! Because we're part of the AWC we understand your unique needs. As national leaders in the field of health promotion we're prepared to help you design and deliver a wellness program that gets results.

Call on us

Wellness helps employees lead healthier lives, has positive effects on job performance and workplace morale, and reduces direct and indirect costs of poor health. It's an investment that pays off. When you make the commitment, we'll provide the support you need. Call on us today.

Wellness Staff

For more information, please contact our staff:
Gayla Gjertsen, Director of Insurance Services
gaylag@awcnet.org

Linda Triplett, Associate Director/Finance Manager for Insurance Services
lindat@awcnet.org

Julie McDowell, Health Promotion Coordinator
juliem@awcnet.org

Jessica Galuska, Health Promotion Specialist
jessicag@awcnet.org

Jon Smith, Health Promotion Specialist
jons@awcnet.org

Laura Langston, Insurance Services Assistant
laural@awcnet.org

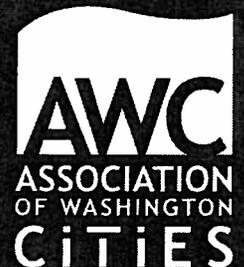
Caleb Holmes, Insurance Services Assistant
calebh@awcnet.org

The mission of the AWC Employee Benefit Trust is to provide quality benefit programs and insurance services to Washington cities and towns in an efficient and cost-effective manner through timely information, technical assistance, member education and advocacy.

www.awcnet.org/wellness

Phone
360-753-4137
800-562-8981
FAX 360-753-0148

Mail
Association of
Washington Cities
1076 Franklin St. S.E.
Olympia, WA 98501



“AWC’s WellnessWorks program offers city leaders guidance and support for implementing effective health promotion programs and building healthy workplace cultures. A healthy city family empowers wellness for our communities – wellness works!”
 — Karen Rogers, AWC President



City Success!

AWC’s annual WellCity Awards recognize successful municipal health promotion programs right here in Washington State.

Congratulations to the elected officials, managers, wellness coordinators, and committee members whose dedication and hard work helped their cities earn the WellCity Award one or more times since the program began in 2000. The 2008 winners are highlighted in gold.

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| Anacortes | Colville | Mountlake Terrace |
| Arlington | Concrete | North Bend |
| Bainbridge Island | Covington | Oak Harbor |
| Battle Ground | Enumclaw | Olympia |
| Bellingham | Federal Way | Port Angeles |
| Bonney Lake | Fife | Pullman |
| Bothell | Goldendale | Puyallup |
| Camas | Issaquah | SeaTac |
| Cheney | Kenmore | Shoreline |
| | Kirkland | Snoqualmie |
| | Lacey | Steilacoom |
| | Lakewood | Tukwila |
| | Longview | Vancouver |
| | Lynnwood | Walla Walla |
| | Mill Creek | Washougal |
| | Milton | Wenatchee |
| | Monroe | Woodinville |
| | Moses Lake | Woodland |
| | | Yakima |

