


ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: April 10, 2023
Item No.: 10.i

Department Approval



City Manager Approval



Item Description: Consider Approval of the 2023 Wellness Program for City Employees

BACKGROUND

Based upon the recommendation of the city attorney, Council is being asked to formally approve the city's 2023 Wellness Program for employees.

For many years, the city has offered a voluntary wellness program that employees can participate in with the intention of promoting health and wellness to benefit employees as well as lower the cost of providing health insurance. Over 75% of healthcare spending is caused by preventable health risks, such as inadequate exercise, high cholesterol, cardiovascular disease, obesity and high blood pressure.

The city's wellness year runs October – September each year, with different programs and activities available for employees to participate in. As part of our contract with our insurance pool, we are allocated a certain dollar amount annually for which we are eligible to receive reimbursement of approved health and wellness expenditures. For 2023, the amount we are eligible to receive in reimbursement for approved expenditures is \$11,400.

The city has an employee wellness committee that meets regularly to layout the strategic plan of the wellness program and define the particulars around each program submitted for approval. Attached is the 2022-2023 Strategic Wellness Plan as well as the budget submitted to our insurance pool that was approved for reimbursement.

Employee wellness programs have been proven to benefit both employers and employees¹. Listed below are key benefits of a wellness program.

- **Increased Productivity:** Wellness activities can increase productivity and performance as employees feel more focused and motivated to complete tasks.
- **Adopt Healthy Behaviors:** Employees can reduce their risk of sever health problems and help prevent chronic disease leading to reduced cost for the city.
- **Improved Employee Retention:** Wellness programs have been proven to have a positive impact on employee retention. Successful programs help keep employees loyal and happy in their jobs.

POLICY OBJECTIVE

To promote an inclusive setting, awareness and understanding of whole health by creating a

¹ <https://www.edenhealth.com/blog/corporate-wellness-programs/#:~:text=A%20well%2Dcurated%20wellness%20program.and%20help%20prevent%20chronic%20diseases.>

34 supportive community within the city organization, while encouraging participation through
35 education, opportunities and rewards.

36 **BUDGET IMPLICATIONS**

37 Each year the city receives an allocation from the city’s insurance pool from which we can seek
38 reimbursement to promote health and wellness for our employees. For 2023, the maximum amount
39 of reimbursement is \$11,400. The city’s wellness program budget is attached.

40 **RACIAL EQUITY IMPACT SUMMARY**

41 According to the CDC, Racism—both interpersonal and structural—negatively affects the mental
42 and physical health of millions of people, preventing them from attaining their highest level of
43 health, and consequently, affecting the health of our nation.

44
45 Social determinants of health are key drivers of health disparities within communities of color,
46 placing those within these populations at greater risk for poor health. The data shows that racial and
47 ethnic minority groups, throughout the United States, experience higher rates of illness and death
48 across a wide range of health conditions, including diabetes, hypertension, obesity, asthma, and heart
49 disease, when compared to their White counterparts. Additionally, the life expectancy of non-
50 Hispanic/Black Americans is four years lower than that of White Americans. The COVID-19
51 pandemic, and its disproportionate impact among racial and ethnic minority populations is another
52 stark example of these enduring health disparities.²

53
54 Workplace wellness programs have many components to help improve health outcomes and
55 decrease health disparities.

56 **STAFF RECOMMENDATION**

57 By motion, approve the 2023 Wellness Program Budget.

58 **REQUESTED COUNCIL ACTION**

59 By motion, approve the 2023 Wellness Program Budget.

Prepared by: Rebecca Olson, Assistant City Manager
Attachments: A: 2022-2023 Wellness Strategic Plan
B: 2023 Wellness Program Budget

2 <https://inclusiveleadersgroup.com/inclusive-workplace-wellness-to-reduce-health-disparities/>



Wellness Plan

Wellness Mission

To promote an inclusive setting, awareness and understanding of whole health by creating a supportive community, while encouraging participation through education, opportunities and rewards.

Program Goals

1. **Maintain an infrastructure to ensure a culture of health**
 - Metric: Ensure all departments are engaged by attending wellness committee meetings
 - a. Meet on a quarterly basis.
 - b. Track attendance and take minutes.
 - Metric: Maintain and increase program awareness by maintaining Wellness Champions from each department
 - a. Identify Wellness Chair
 - b. Identify Wellness Chair and Champions on the intranet by Department
2. **Engage all employees in Wellness Activities to improve the health of the employee population**
 - Metric: Offer quarterly city-wide wellness challenges
 - Metric: Promote awareness and factors contributing to physical and mental well-being in areas of Heart Health and Preventative Health
 - Metric: Develop a strategic yearly calendar for 2022-2023
 - Metric: Review and Analyze “Track My Points” submissions from 2021-2022 to ensure wellness offerings are utilized
3. **Increase the number of participants in the Wellness Program**
 - Metric: Encourage employees to participate in city wide challenges, **team building activities and volunteer activities.**
 - Metric: Promote on-going awareness by making communication and educational materials available to all employees through various online resources, workshops, and events.

Table 1: 2022 – 2023 Metric Tracking

Program Goals	Metric	Achieved/Not Achieved	Notes/Comments
Maintain an infrastructure to ensure a culture of health	Ensure all departments are engaged by attending wellness committee meetings		
	Increase program awareness by maintaining Wellness Champions from each department		Track attendance at meetings Take minutes at meetings
	Meet with Wellness Champions to promote and plan program initiatives throughout the year		
Engage all employees in wellness activities to improve the health of the employee population	Offer 1-4 organization-wide wellness activities		
	Promote awareness and factors contributing to physical and mental well-being. Promote team-building activities throughout the year.		Qtr 1 – Toys for Tots (Oct - Dec) Qtr 2 – Recipe Sharing (Jan - March) Qtr 3 – TBD (April - June) Qtr 4 – TBD (July - Sept)
	Develop a strategic yearly calendar for 2023		Goal is to send information on quarterly challenges Monthly or Quarterly email
Increase the number of participants in the Wellness Program	Encourage employees to utilize health platform (on plan members)		
	Promote and share wellness program metrics with Department Heads to encourage participation and to maintain continuous support of programs and activities offered to employees.		
	Promote on-going awareness by making communication and educational materials available to all employees through various online resources, workshops, and events.		Utilize intranet for wellness communication Share info on challenges

	January	February	March	April	May	June
Awareness		Healthy Heart	Nutrition	Stress	Mental Health	Pride Month and Men's Health Month
Programs/Events	Share Medica/SCSC Program (waiting for Ian to fix audio)	Employee Appreciation Lunch	Spring Forward Pack (immunity goodie bag)	Anti-Stress Coloring (April 4: Color with Us!)	Share EAP info on intranet & common areas	Wear Blue Day: Friday, June 16 th
Targeted Programs	Q2: Employee Recipe Sharing			National Earth Day (April 19: Herb kit) Q3: TBD		Promote Employee Food Share
Environment/Culture		Black History Month		Walking trails/maps for indoor and outdoor		
	July	August	September	October	November	December
Awareness	Self-Care	Wellness	National Suicide Prevention	National Bullying Prevention	The Power of Gratitude	Kindness
Programs/Events	Self-Care Day (July 24) Promote Health Risk Assessment/Physical	PERA one on one and Deferred Comp	On site flu shot	Breast Cancer Awareness: Wear Pink Day – Friday, Oct. 13	Movember (Nov. 1 – Nov. 30) Purpose: Helping men live happier, healthier, longer lives <i>Mustache Kit</i>	Giving Back to the Community/Volunteer
Targeted Programs	UV Safety Month Q4: TBD	Healthy Snack To Go	Wellness Fair/Open Enrollment		Gratitude Tree (Department Competition)	Q1: Annual partnership with Police Department & Community
Environment/Culture	Encourage outdoor activities (walking, sports, etc...)			Implement 2024 City Wide Wellness Program & Open Enrollment		



Organization Name: City of Roseville

Completed Budget Date: 2/9/2023

Wellness Coordinator: Dawn O'Connor, Yer Vue, Steve Anderson

Program Title	Program Description	Timeline	Vendor	BUDGET
Q2: Recipe Sharing	Q2 Citywide Challenge: printed books and e-book	February	Unknown	\$100
Spring Forward Pack	Immunity Goodie Bag: hand sanitizer, chap stick, Emergen-C pack, snack (pretzels, granola or trail mix), ziplocks	March	Various	\$1,000
National Earth Day	Grow Your Own Herb: dirt, pea pebbles, seeds, container (will also promote employees to bring their own container)	April	Home Depot	\$500
Anti-Stress Coloring	Team building + Anti-stress coloring sessions: coloring books and coloring pencils/markers	April	Various	\$180
Self-Care	Journaling: journals and pens	July	Wal-Mart	\$550
Self-Care	UV Safety: sunglasses + sunscreen	July	Various	\$650
Healthy Snack To Go	Easy healthy snacks at work	August	Various	\$800
Breast Cancer	Pink ribbons	October	Online	\$100
Gratitude	Gratitude Tree: construction paper, tape and coloring markers	November	Various	\$400
November	Mustache combs + Mustache Stickers	November	Various	\$200
Q3: April - June	TBD	April-June		\$620
Q4: July - September	TBD	July-Sept		\$620
Gym Reimbursement	(pre-approved from Hannah)	Year-Round		\$5,720
Total Budget				\$11,440.00