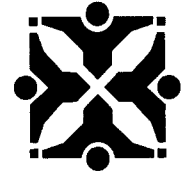


City of Columbia

701 East Broadway, Columbia, Missouri 65201



Agenda Item Number: B 29-15

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: 1/20/2015

Re: United HealthCare Wellness Credit for 2015

Documents Included With This Agenda Item

Council memo, Resolution/Ordinance,

Supporting documentation includes: Eligible Services Covered by Wellness Credit

Executive Summary

United HealthCare (UHC) is providing a \$40,000 wellness allowance to the City to use for eligible wellness programs in 2015.

Discussion

This is the third year UnitedHealthCare has granted a wellness allowance to the City of Columbia. The wellness credit may be used by the City for eligible wellness promotions and programs for City employees. Eligible services are outlined on the attached list. The City will provide programming in 2015 to address high cost medical claim categories.

The allowance is offset by a reduction in the medical claims account by UHC as it is used.

Fiscal Impact

Short-Term Impact: 2015 \$40,000 credit against medical claims. Credit granted annually by UHC, at UHC's option.

Long-Term Impact: Unknown. Credit granted annually by UHC, at UHC's option.

Vision, Strategic & Comprehensive Plan Impact

Vision Impact: Not Applicable

Strategic Plan Impact: Workforce

Comprehensive Plan Impact: Not Applicable

Suggested Council Action

Approve the ordinance authorizing the appropriation for wellness activities.

Legislative History

City received this credit in 2013 and 2014.

City of Columbia

701 East Broadway, Columbia, Missouri 65201




Department Approved


City Manager Approved

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 29-15

AN ORDINANCE

accepting a donation from United HealthCare for wellness promotions and programs for City employees; appropriating funds; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. The City Council hereby accepts a \$40,000.00 donation from United HealthCare for wellness promotions and programs for City employees.

SECTION 2. The sum of \$40,000.00 is hereby appropriated from Account No. 659-1350-480.10-26 EWELL3 to Account No. 659-1350-601.13-95 EWELL3.

SECTION 3. This ordinance shall be in full force and effect from and after its passage.

PASSED this _____ day of _____, 2015.

ATTEST:

City Clerk

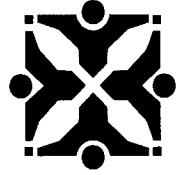
Mayor and Presiding Officer

APPROVED AS TO FORM:

City Counselor

CERTIFICATION: I certify there are sufficient funds available in Account No. 659-1350-480.10-26 EWELL3 to cover the above appropriation.

Director of Finance



SUPPORTING DOCUMENTS INCLUDED WITH THIS AGENDA ITEM ARE AS FOLLOWS:

Eligible Services Covered by Wellness Credit

Eligible Services Covered by Wellness Credit

- Biometric Screening- cholesterol, BP, blood glucose, body fat%,
- Flu shots
- Onsite Health Fair services- osteoporosis screening, skin cancer screening, nutritional consulting/education, mobile mammography or cardiovascular screening
- Onsite health clinic preventive services
- Wellness related consultative services from physicians, licensed therapists, registered dieticians and other health care professionals
- Health Coaching (modifiable risks) Online, Telephonic, Onsite and/or by mail
- Dedicated onsite health and wellness coordinator service (program management)
- Paper health assessments
- Health and Wellness onsite educational classes (care 24 or external vendor training, ex, stress management, ergonomics)
- Onsite Behavioral change classes- weight watchers, smoking cessation, anger management)
- Smoking Cessation programs and therapy (nicotine replacement therapy/ RX therapy
- Onsite exercise/relaxation classes- walking , pedometer program, stair climbing, water aerobics, swimming, cycling, aerobics, personal training, yoga, stretching, massage, gym memberships or onsite gym services, acupuncture, alternative/ holistic services
- Executive physical exams
- Online activity tracking and reward administration (gift cards)
- Incentive such as gift cards, stored value cards, and other incentives provided to incent participation in wellness programs. Note: contribution based incentives are not covered under this program.
- The fees for producing data feeds to UHC/Optum for biometric screening data to be loaded into Health A-Z (standard file layout only). Non-standard file layouts may generate additional costs and are not considered reimbursable under this program.
- The fees for generating out of company data extracts that are explicitly used to support wellness programs.
- Services not explicitly mention above must be approved through the BAR for coverage consideration.