



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: March 21, 2016

Re: Accept and Appropriate 2016 Wellness Credit from United HealthCare

Executive Summary

United HealthCare (UHC) is providing the City a \$40,000 wellness allowance to use for eligible wellness programs in 2016.

Discussion

This is the fourth year United HealthCare 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's HR-Employee Wellness staff will provide fitness and wellness programming in 2016.

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

Fiscal Impact

Short-Term Impact: \$40,000 credit against medical claims in the Employee Benefit Fund in 2016

Long-Term Impact: Unknown. Credit is offered annually, at UHC's discretion.

Vision & Strategic Plan Impact

Vision Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
Three previous credits.	The City received this credit in 2013, 2014 and 2015.



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Suggested Council Action

Pass the ordinance.

Introduced by _____

First Reading _____

Second Reading _____

Ordinance No. _____

Council Bill No. B 73-16

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 EWELL4 to Account No. 659-1350-601.13-95 EWELL4.

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

PASSED this _____ day of _____, 2016.

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 EWELL4 to cover the above appropriation.

Director of Finance

SUPPORTING
DOCUMENTS FOR
THIS AGENDA ITEM

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.