

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No. B 40-14

**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 EWELL2 to Account No. 659-1350-601.13-95 EWELL2.

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

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2014.

ATTEST:

\_\_\_\_\_  
City Clerk

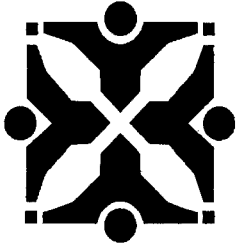
\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor

CERTIFICATION: I certify there are sufficient funds available in Account No. 659-1350-480.10-26 EWELL2 to cover the above appropriation.

\_\_\_\_\_  
Director of Finance



Source: Human Resources

Agenda Item No:

To: City Council  
From: City Manager and Staff

Council Meeting Date: 2/3/2014

Re: United Healthcare Wellness Credit

**EXECUTIVE SUMMARY:**

United Healthcare (UHC) is providing a \$40,000 wellness allowance to the City to enhance our medical benefits during the term of the current agreement with United Healthcare.

**DISCUSSION:**

The wellness credit may be used by the City for eligible wellness promotions and programs for City employees, from the services outlined on the attached list. The City will receive a one-time reimbursement in 2014. Human Resources - Employee Wellness plans to provide programming and wellness activities that addresses high cost medical claim categories.

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

**FISCAL IMPACT:**

None. This credit will be applied against budgeted claims payments as the wellness allowance is used.

**VISION IMPACT:**

<http://www.gocolumbiamo.com/Council/Meetings/visionimpact.php>

**SUGGESTED COUNCIL ACTIONS:**

Approve the ordinance authorizing the appropriation for wellness activities.

| FISCAL and VISION NOTES:                   |        |                                                         |     |                                                  |    |
|--------------------------------------------|--------|---------------------------------------------------------|-----|--------------------------------------------------|----|
| City Fiscal Impact<br>Enter all that apply |        | Program Impact                                          |     | Mandates                                         |    |
| City's current net<br>FY cost              | \$0.00 | New Program/<br>Agency?                                 | No  | Federal or State<br>mandated?                    | No |
| Amount of funds<br>already<br>appropriated | \$0.00 | Duplicates/Expands<br>an existing program?              | Yes | Vision Implementation impact                     |    |
| Amount of<br>budget<br>amendment<br>needed | \$0.00 | Fiscal Impact on any<br>local political<br>subdivision? |     | Enter all that apply:<br>Refer to Web site       |    |
| Estimated 2 year net costs:                |        | Resources Required                                      |     | Vision Impact?                                   | No |
| One Time                                   | \$0.00 | Requires add'l FTE<br>Personnel?                        | No  | Primary Vision, Strategy<br>and/or Goal Item #   |    |
| Operating/<br>Ongoing                      | \$0.00 | Requires add'l<br>facilities?                           | No  | Secondary Vision, Strategy<br>and/or Goal Item # |    |
|                                            |        | Requires add'l<br>capital equipment?                    | No  | Fiscal year implementation<br>Task #             |    |

### **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 dietitians 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.