Date: August 6, 2015

To: Joint Labor Management Benefits Committee

From: Staff

Subject: Ad Hoc Wellness Subcommittee Review and Update

RECOMMENDATION:
That the Joint Labor-Management Benefits Committee (JLMBC) receive and file this status report regarding activities of the Wellness Subcommittee.

DISCUSSION:
At its meeting on February 5, 2015, the JLMBC established an Ad Hoc Health and Wellness Subcommittee to work with staff to develop options and recommendations for developing a Health and Wellness initiative. The Subcommittee was tasked with developing recommendations relative to the mission, objectives, resources, metrics, and timeline for implementing a comprehensive Wellness program.

The Subcommittee consists of JLMBC members Paul Bechely, Wendy Macy, Matthew Rudnick, and David Sanders (including his alternate Ramon Rubalcava). The Subcommittee held an introductory meeting on May 9th to consider a report from staff providing a range of options for short-term initiatives and longer-term strategies for building a comprehensive and sustainable Wellness program.

On June 5th the Subcommittee heard presentations from the City’s healthcare providers (Kaiser & Blue Shield) regarding their Wellness-related resources. On June 12th the Subcommittee met with the County of Riverside’s Wellness Coordinator to learn about the strategies, programs and results of their Wellness program. On August 14th the Subcommittee will meet with representatives from Safeway Corporation to learn about the strategies, programs and results of their Wellness program.

General feedback from the JLMBC’s consultants, healthcare providers, and other Wellness administrators in the meetings held to-date suggest that the keys to successful wellness programs include:

- Dedication of organizational staffing resources to coordinate and administer the Wellness program;
- Creation of a coherent strategy that is aimed at engaging employee on, and increasing participation in, wellness-related information and programs;
➢ **Securing long-term and broad-based organizational commitment** for the purpose of creating a **sustainable program**.

The Subcommittee is taking a deliberative approach to learn from other Wellness program administrators so that it can develop a recommended comprehensive and long-term strategy. Beyond the August 14th meeting, one or more additional meetings will be scheduled to consider and develop proposals for securing the necessary staff and other resources for administering a Wellness program. Wellness initiatives are likely to focus on a whole-person approach and address the following key principal categories: **physical** (nutrition, exercise, and smoking cessation), **emotional** (stress reduction and life-work balance) and **financial** (financial planning and career development).

Relative to resources, in connection with the work of the Subcommittee, Blue Shield has agreed to provide flexibility in allowing the City to push forward $900,000 in annual Wellness fund from Plan Year 2015 into Plan Year 2016. This provides for a cumulative $1.8 million available for Wellness initiatives over the course of the two years, but provides the City with greater flexibility to ensure that no annual funding amount expires. This flexibility from Blue Shield has afforded the Subcommittee and the JLMBC additional time to ensure that funds are not rushed into uncoordinated ad-hoc initiatives but rather applied to a coordinated and well-considered long-term strategy.

Submitted by: _________________________

Steven Montagna