Date: October 6, 2016

To: Joint Labor Management Benefits Committee

From: Staff

Subject: LIVEstewell Wellness Program Review & Updates

RECOMMENDATION:
That the Joint Labor-Management Benefits Committee receive and file this report regarding LIVEstewell Wellness Program (LIVEstewell) development, updates and activities.

DISCUSSION:
As reported at the JLMBC’s September 1, 2016 meeting, staff will conduct monthly reports on LIVEstewell to provide updates and recommended action items relative to program implementation, activities, strategies and metrics. This month’s report covers the following:

- Q4 Financial Wellness Engagement Initiative & Other Activities
- Wellness Committee Update
- Wellness Budget & Expenditure Plan
- FUSE Fellow Placement Update

A. Q4 Financial Wellness Engagement Initiative

At its September 1, 2016 meeting, the JLMBC approved staff’s proposed “Financial Wellness” engagement initiative as LIVEstewell’s first quarterly engagement campaign to take place October-December 2016. In developing this campaign, staff focused on leveraging existing opportunities to promote counseling, educational and support resources already in place which could assist LAwell members in addressing financial stress, increasing financial security, and improving their financial affairs. As such, LIVEstewell’s Financial Wellness initiative will include:

- Financial Wellness Workshops
- Financial Wellness Resource Guide
- Collaboration with the City of Los Angeles Deferred Compensation Plan’s engagement campaign for the 2016 National Retirement Security Week

Financial Wellness Workshops: For the Financial Wellness Workshops, LIVEstewell has scheduled educational seminars to be conducted by the City’s Employee Assistance Program (EAP) provider, Managed Health Network (MHN). The workshops will be held
at various City department buildings from late October to November 2016. The workshop titles are listed as follows:

- Investment Basics
- Protecting Your Heirs: Estate Planning
- Minding Money Worries & Reducing Financial Stress
- Identity Theft Protection and Self-Help

Staff issued a preliminary interest survey to City employees on September 30, 2016 to gauge member interest in the above as well as several additional potential topics. The objective of the survey was to confirm that the workshop titles would be of interest, narrow the menu of topics down to four, and to help build awareness regarding the workshops so as to promote participation. The survey results indicated that the topics indicated above would be of most interest to employees.

The tentative schedule of topics, times and locations is provided in Attachment A. Announcement of the workshops will be distributed via Citywide email and through outreach to other segments of the City’s population through human resource liaisons.

Financial Wellness Resource Guide - To support the quarterly wellness engagement campaigns, staff will produce its first informational “Financial Wellness Resource Guide.” The objective of creating the guide is to provide an engaging, consolidated resource for LAWell members to identify and access resources related to effectively managing and reducing stress related to their financial affairs.

This communication piece will be in the form of an informational pamphlet which will be available both electronically and via hard copy. Distribution of this material will serve as an opportunity to announce the quarter’s engagement initiative, as well as create a permanent informational resource which can be used and distributed in a variety of forums ongoing.

Staff is working with the JLMBC’s communications consultant, Segal Communications, on development. The document will include a summary of City as well as governmental resources.

For the October 16-22, 2016 National Retirement Security Week (NRSW), LIVEwell staff collaborated with Deferred Compensation Plan to develop an interactive quiz that will similarly be posted on the City of Los Angeles Deferred Compensation Plan website during the final two weeks of October. The quiz addresses several core financial health topics including but not limited to retirement readiness. Each quiz web page will also include information about where and how to access City and government resources to assist with various financial matters including credit and debt management, emergency and major purpose savings, risk management (insurance), and estate planning.

Other Activities: Department of Transportation Health and Wellness Fair – Staff was recently contacted by staff of the Los Angeles Department of Transportation (LADOT) regarding participating in a Health and Wellness Fair they are providing for
their employees on October 20, 2016. LAwell staff and service providers will be present at informational tables to distribute information regarding LAwell benefits, programs and services. Participating service providers include Kaiser, Anthem, Delta Dental, MHN, and Eyemed, along with local representatives for the City’s Deferred Compensation Plan. In addition, two Financial Planning workshops will be offered as part of the Fair. Kaiser will provide non-invasive health diagnostics (blood pressure, Body Mass Index, etc.). The LADOT Fair will be held on Thursday, October 20, 2016 from 10:00 AM to 2:00 PM at the Caltrans District 7 Headquarters building located at 100 South Main Street, Los Angeles, CA 90012.

The Fair provides an opportunity to not only engage a group of City employees with the comprehensive array of City benefits, but to provide a more limited “dry run” for Benefits Division staff to help develop a model for benefit fairs that can be taken across the City at multiple locations.

B. JLMBC Wellness Subcommittee Update

At its September 1, 2016 meeting, the JLMBC approved the Wellness Subcommittee as a permanent JLMBC subcommittee and identified those JLMBC members interested in participating as follows:

- Wendy G. Macy
- Matthew Rudnick
- Paul Bechely
- Marlene Fonseca
- David Sanders

A meeting is in the process of being scheduled and is tentatively expected to occur no later than mid-November. Primary topics expected to be on the agenda for the Subcommittee include the following:

- Review of the Wellness Program budget and expenditure plan
- Development of a procurement for contracted wellness administrative and consulting service providers; and
- Development of a more robust stakeholder and employee ambassador infrastructure

C. Wellness Budget & Expenditure Plan

Staff is refining a LIVEwell budget and expenditure plan to utilize resources from the City’s healthcare providers. As previously reported to the JLMBC, for 2016 these resources total $950,000, consisting of $900,000 from Blue Shield and $50,000 pledged by Kaiser Permanente towards wellness-related communications efforts only (so long as those funds are invoiced by November 2016).

Blue Shield has agreed to submit advance payment to the City of its 2016 funding allotment of $900,000. These amounts will shortly be deposited into a Wellness sub-
account within the Employee Benefits Trust Fund. The LIVEwell budget and expenditure plan will be further reviewed with the Wellness Subcommittee at its upcoming meeting.

D. FUSE Fellow Placement Update

As previously reported to the JLMBC, the Personnel Department, in concert with the Mayor’s Office, applied for a full-time professional placement through the FUSE Corps program. FUSE Corps is a nonpartisan, non-profit organization focused on enabling local government to more effectively address challenges facing urban communities. FUSE partners with civic leaders to identify strategic projects and then recruits entrepreneurial professionals to serve in year-long, executive-level fellowships. Fellows work full-time within targeted issue areas such as education, health, poverty, workforce development, and the environment.

Personnel Department staff participated with FUSE staff and the Mayor’s Office in a selection process. As a result of that process, the Personnel Department is pleased to formally announce that Joan M. Centanno has been selected for the placement. Ms. Centanno is a marketing and program management consultant who has worked on a wide variety of program launches with multiple employers. Ms. Centanno has a deep command of organizational, marketing, communication and engagement concepts, as well as practical implementation and program launch skills, that will be of immense value in development of the LIVEwell program. Ms. Centanno’s full-time placement begins October 12, 2016 and continues through September 2017. Ms. Centanno will be introduced to the JLMBC at its November 3, 2016 meeting, and will participate in the Wellness Subcommittee’s first meeting.

Submitted by: ____________________________________________
                                                 Neil Malabuyoc

__________________________________________
Steven Montagna
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