

**CITY OF REDMOND  
RESOLUTION NO.1379**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, REPLACING THE HEALTH PROMOTION PROGRAM AND AMENDING THE SELF-INSURED EMPLOYEE HEALTH BENEFITS PLAN TO ADD A WELLNESS PROGRAM WITH ADDITIONAL BENEFITS FOR PARTICIPANTS

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WHEREAS, the City Council desires that the City of Redmond maintain a self-insured employee healthcare program that is fiscally sound and legally compliant; and

WHEREAS, the City Council recognizes that, over time, employee health, chronic disease, and other health risk factors have significant and progressive impacts on the overall costs of the medical program; and

WHEREAS, A Wellness Program provides resources to employees and their eligible spouses and domestic partners that assist with the management of chronic diseases and other health risk factors which may result in long-term savings for the RedMed Plan, decreased absenteeism, and improved health for enrollees; and

WHEREAS, the Wellness Program will replace the Disease Management Program, which was adopted through the passing of Resolution No. 1285; and

WHEREAS, City of Redmond Personnel Manual, Section 1.40, requires Council approval of changes in the medical plan that increase benefits to employees.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON HEREBY RESOLVES AS FOLLOWS:

Section 1. Adoption of Changes. The Self-Insured Employee Health Benefits Plan adopted by Resolution No. 913 and referenced in Section 6.40 of the City of Redmond Personnel Manual is hereby amended to include those benefit changes set forth in Exhibit 1 to this resolution and incorporated herein by this reference, as if set forth in full, and repeals Resolution No. 1285 in its entirety upon this action.

Section 2. Implementation. The Mayor is authorized and directed to implement the changes adopted in Section 1.

Section 3. Effective Date of Benefit Changes. The effective date of benefits adopted by this resolution shall be January 1, 2013.

Section 4. Conflicts -- Severability. If any provision of this resolution conflicts with any provision of the City of Redmond Personnel Manual or any other resolution or policy of the City of Redmond, the provisions of this resolution shall govern. If any section, sentence, clause or phrase of this resolution should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this resolution.

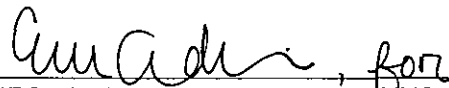
Section 5.      Effective Date.      This resolution shall take effect upon adoption of the Redmond City Council.

ADOPTED by the Redmond City Council this 21st day of August, 2012.

APPROVED:

  
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JOHN MARCHIONE, MAYOR

ATTEST:

  
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MICHELLE M. MCGEHEE, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:      August 15, 2012  
PASSED BY THE CITY COUNCIL:      August 21, 2012  
EFFECTIVE DATE:                      August 21, 2012  
RESOLUTION NO. 1379

APPROVED 5-0:      Allen, Flynn, Margeson, Myers and Vache

# City of Redmond Wellness Program Content Exhibit 1

The Wellness Program is designed to educate and support employees in living a healthy, happy life and provide resources to assist them in managing their individual health risk factors. It is important for the City to encourage employees in these areas. Lower levels of disease and fewer health risk factors result in lower costs and a healthier life. The program will be available to all health benefit eligible employees.

The goals of the Wellness Program are to:

- 1) Create an environment where employees and dependents have the resources and support to lead a healthier, happier and balanced lifestyle.
- 2) Encourage behavior change and support the wellness culture at the City:
  - a) Increase voluntary participation/engagement in the Wellness Program
- 3) Ease of use:
  - a) Individual preference settings for each employee
  - b) Availability away from work
- 4) Slow/reduce escalating healthcare costs (claims risk and actual costs):
  - a) Provide for measurable results - ROI (quantifiable and sustainable).
- 5) Positively impact sick time utilization, and employee productivity (absenteeism/presenteeism).
- 6) Be a tool for the organization to attract and retain employees.

The City of Redmond's Wellness Program will include the following elements:

1. Events/Competitions  
Regular events and competitions that support, encourage and reenergize the Wellness Culture. One-time and on-going events as well as daily or weekly challenges will be included. They will follow the desires and interests of the employee population defined by the employee survey and the identified areas as defined by aggregate claims reporting.
2. Bio-Metric Screenings  
Screenings are conducted at least once a year for the results of blood glucose, blood pressure, HDL & LDL cholesterol levels and BMI. Vendor website will have the capability to upload results into a portal/website and accept results from employees doctor's office.
3. Flu Shots  
Annual onsite flu shots will continue to be provided to employees.
4. Innovative Prescreening Health Questionnaire  
An innovative questionnaire should be short in length, easy to understand and complete, aesthetically pleasing and interactive. Modes of survey require online access and available hardcopies.
5. Employee Survey  
An employee wellness survey will be conducted annually to gather feedback from employees and aid in the planning efforts for the following program year.

**City of Redmond  
Wellness Program Content  
Exhibit 1**

6. Employee Initiated Coaching

Health Coaching will be available to all eligible employees. The employee must show interest and opt-in to be a part of the program. There will be various topics that one can receive coaching on (fitness, nutrition, financial, stress, etc.). All forms of coaching will be available to employees. The form selected will be based on employee's preference (in-person, telephonic, or by email).

7. Incentives

The City wants to encourage and support employees in their efforts to change existing behaviors which will result in a direct, positive impact on their personal wellness and the employer's associated costs. The program will have incentives designed to meet the engagement needs of the Redmond employee population.

8. Online Portal or Website

This program provides an online platform/portal/website where City of Redmond employees can go to learn, share, and track wellness activities and information in a fun, simple and engaging way. It will also track incentives and fulfillment of the incentive program.

9. Reporting

Multiple applicable reports for program review and updates will be reviewed (including ROI reporting). All reports will contain aggregate data only. Privacy and confidentiality of personal health information are of utmost importance. All data that is used for the aggregate reporting has maximum security and will be protected at all times.

10. Communications

The program will have a communication strategy which include rebranding the program, regular and special event communications, and include marketing materials that support the education and encouragement of the participants. Communications will engage participants and continue to promote and foster wellness within the organizational culture. Marketing materials will incorporate the new program brand in a fun and simple way.

11. Services and Support:

The selected wellness vendor will provide a turn-key program for the City. In addition, the vendor will provide numerous points of contact and partner with the Wellness Committee members who will assist in the internal support and promotion of the program.