RESOLUTION APPROVING THE WELLNESS INCENTIVE PROGRAM FOR FISCAL YEAR 16-17

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104(6), the County has the power to do all acts in relation to the concerns of the county necessary to the exercise of its corporate powers;

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103, the powers of the County as a body are exercised by the County Board;

WHEREAS, the Wellness Committee has developed a proposed Wellness Incentive Program for County Employees as described in the attached document; and

WHEREAS, the County Board desires to adopt said Wellness Incentive Program for fiscal year 16-17.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the Wellness Incentive Program, described in the document attached hereto.

BE IT FURTHER RESOLVED that said Wellness Incentive Program is effective for the fiscal year 16-17.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with the applicable law on the 27th day of September, 2016.

Sarpy County Board Chairman

Attest:

SEAL

County Clerk

SEAL
To: Sarpy County Board of Commissioners
From: Bonnie Moore, Human Resources Director
Date: September 23, 2016
RE: Wellness Incentive Program

For your consideration on Tuesday’s agenda is a Resolution approving a Wellness Incentive Program. Over the past few months, the Wellness Committee has developed the Program and is eager to make it available to Sarpy County’s employees. Under the Program, employees would be required to complete and provide documentation of a “Wellness Activity” as well as complete the Health Risk Assessment (HRA) and biometric screening in the spring of 2017. There are a number of approved wellness activities, including completing a 5k walk/run, attending a Sarpy County sponsored lunch-and-learn, and participating in the Healthy Wage Competition. Additional incentives will be provided if the employee’s spouse is enrolled in the County’s health insurance and completes the HRA and biometric screening. Employees need not be enrolled in the County’s health insurance to participate. The details of the Program are attached. Currently, there is $15,000 budgeted for wellness incentives.

Should you have any questions, please do not hesitate to contact me. Thank you.

Bonnie Moore, Human Resources Director
Wellness Incentive Program for Fiscal Year 16-17

A. Eligibility – The Wellness Incentive Program is available for all benefit-eligible Sarpy County employees and spouses of Sarpy County’s employees enrolled in the County’s health insurance.

B. Requirements –
   a. All participants must complete the following to receive an incentive:
      i. Sarpy County’s Wellness Vendor-Sponsored 2017 Health Risk Assessment (HRA).
      ii. Biometric screening as identified by Sarpy County’s Wellness Vendor.
      iii. An approved “Wellness Activity” which includes:
         1. Sarpy County Walking Club Challenge
         2. Logged gym/home workouts. Must total a minimum of two workouts per week over an eight-week period of time for a minimum of 16 workouts in eight weeks.
         4. Walk/run event that is at least a 5K.
         5. Attend one Sarpy County sponsored “lunch-and-learn” event.
         6. Watch two health based presentations sponsored by Sarpy County’s Wellness Vendor.
         7. Participate in two health coaching sessions (i.e. Nurse Advocate Program) with Sarpy County’s Wellness Vendor.
         8. Attend a Tobacco Cessation Program
   b. The “Wellness Activity” must be completed between October 1, 2016 and June 1, 2017.
   c. A completed “Wellness Incentive From” must be returned to Human Resources no later than June 8, 2017.
   d. Note: eligible spouses are not required to complete the “Wellness Activity.”

C. Incentives – The employee has discretion to choose from one of three incentives. The incentive would not be available until Human Resources receives appropriate documentation regarding the “Wellness Activity” and confirmation that the participant or participant’s spouse (if eligible) completed the HRA and biometric screening. The incentives are as follows:
   a. Gift card: $100 gift card (from a source to be determined) for the employee. In addition, if the employee’s spouse is eligible to participate and completes the HRA and biometric screening, the employee’s spouse will receive a $50 gift card (from a source to be determined).
   b. Vacation leave: Eight hours of vacation leave will be credited to the employee’s vacation leave balance. In addition, if the employee’s spouse is eligible to participate and completes the HRA and biometric screening, the employee will receive an additional four hours of vacation leave credited to his or her vacation leave balance.
   c. Combination: $50 gift card (from a source to be determined) for the employee and four hours of leave credited the employee’s vacation leave balance. In addition, if the employee’s spouse is eligible to participate and completes the
HRA and biometric screening, the employee’s spouse will receive a $25 gift card (from a source to be determined) and two hours of vacation leave will be credited to the employee’s vacation leave balance.

D. Other –
   a. The employee’s gift card is considered “taxable income.” Therefore, the gift card amount is subject to payroll taxes and withholdings on a future paycheck.
   b. This Program is designed to be compliant with ADA Title I requirements. Employees are encouraged to contact Human Resources if reasonable accommodations are needed.
   c. Every effort has been made to capture all of the details of the Program herein. The County reserves the right make minor adjustments, exceptions, and modifications to the Program.