

CITY OF SANTA ROSA
CITY COUNCIL

TO: MAYOR AND CITY COUNCIL

FROM: NATHAN BARNETTE, INTERIM RISK MANAGER
HUMAN RESOURCES

SUBJECT: FIRST AMENDMENT TO PROFESSIONAL SERVICE
AGREEMENT – SAFETY (POLICE AND FIRE) EMPLOYEES FOR
WELLNESS SERVICES WITH WELLNESS SOLUTIONS, INC.

AGENDA ACTION: RESOLUTION

RECOMMENDATION

It is recommended by the Human Resources Department that the Council, by resolution, approve the First Amendment to Professional Service Agreement - Miscellaneous Employees with W. Solutions, Inc. for an additional amount not to exceed \$145,000 for wellness services. At the budget hearing on June 14 – 16, Council approved funding for this program within the Human Resources Department FY 2016/17 budget. With this amendment, the total cumulative amount of this agreement will not exceed \$296,884.

EXECUTIVE SUMMARY

Contract F000977 with W. Wellness Solutions, Inc., for Wellness Program Services is due to expire June 30, 2016. W. Wellness Solutions, Inc., has submitted a one-year contract extension to continue wellness services at an additional cost of \$145,000 for a total cumulative cost of \$296,884. Adheres to City Council goal 2A. Promote a City Organization that is Service-sustainable Maintains Employee Moral.

BACKGROUND

On July 7, 2015, City Council awarded Contract Number F000977 for a one- year term for a Wellness Program for Safety (Police and Fire) Employees to encourage improved fitness levels and decrease health risk factors. This Wellness Program was implemented because of the success of a prior program in the Police Department. In only the second year of that program, total Worker's Compensation payments decreased by \$522,000.

A wellness program was re-established in our Police and Fire Departments in 2014/15 and continues to reduce injuries frequency and severity. Participation rates were impressive as over 60% of sworn Police and 86% of sworn Firefighters participated in the program in 2015/16.

The wellness coordinator identified high blood pressure, and potential blood pressure issues, as well as weight issues in a significant number of those employees, and continues working with our employees to encourage improved fitness levels and decrease risk factors.

WIN PROGRAM BIOMETRIC DATA

Table 7 & 8 below represent the identified risks of the WIN participants that completed the blood draw and/or fitness testing in 2014, compared to the participants who completed the 2015 testing.

Table 7. Fire Department Risk Factors

*Red values indicate an improvement

	Sworn 2014	Civilian 2014	Sworn 2015	Civilian 2015	Guidelines
Pre-diabetic Blood Sugar Level	17%	20%	11%	0%	100 - 125 mg/dL
Above Desirable Body Fat	43%	100%	24%	67%	>18% men & >25% women
Obese	14%	40%	0%	0%	>25% men & >35% women
Above Desirable Blood Pressure	65%	90%	47%	33%	>120 or 80 mm Hg
High Blood Pressure	14%	40%	6%	33%	>140 or 90 mm Hg
Above Desirable LDL	63%	50%	75%	80%	>100 mg/dL
High LDL Cholesterol	17%	0%	32%	40%	>130 mg/dL
Total Fitness Score Below "Excellent"*	70%	100%	41%	100%	>80 th Percentile

Table 8. Police Department Risk Factors

	Sworn 2014	Civilian 2014	Sworn 2015	Civilian 2015	Guidelines
Pre-diabetic Blood Sugar Level	15%	19%	12%	6%	100 - 125 mg/dL
Above Desirable Body Fat	71%	87%	63%	61%	>18% men & >25% women
Obese	26%	40%	13%	17%	>25% men & >35% women
Above Desirable Blood Pressure	71%	27%	67%	33%	>120 or 80 mm Hg
High Blood Pressure	20%	13%	33%	6%	>140 or 90 mm Hg
Above Desirable LDL	70%	48%	77%	74%	>100 mg/dL
High LDL Cholesterol	26%	13%	42%	44%	>130 mg/dL
Total Fitness Score Below "Excellent"*	91%	100%	79%	94%	>80 th Percentile

PRIOR CITY COUNCIL REVIEW

The City Council approved funding to expand this program to all employees in the FY 2015-16 adopted budget and continued support of the program with approval of additional funding in the FY 2016-17 budget recently adopted.

ANALYSIS

Workers Compensation costs are significant for all employees and have averaged over \$1,000,000 per year for Miscellaneous Employees and \$2,000,000 per year average for Safety Employees. A review of prescription medicines used by employees provides indicators of where the City needs to focus efforts to reduce overall health care costs. The top three prescription medicines indicate potential health issues with regards to strain and sprains, respiratory, and cardiovascular ailments.

A recent study published in the Business Insurance publication on May 23, 2016 reveals the following findings.

The study revealed that 74% of organizations offering a health and wellness program experienced an improvement in absenteeism, reduction in claims and increased productivity.

FISCAL IMPACT

Funds for this contract have been approved in the FY 2016-17 adopted budget for the Human Resources Department. There are no additional impacts on the General Fund for approving this contract.

ENVIRONMENTAL IMPACT

This action is exempt from the California Environmental Quality Act (CEQA) because it is not a project which has a potential for resulting in either a direct physical change in the environment, or a reasonably foreseeable indirect physical change in the environment, pursuant to CEQA Guideline section 15378.

BOARD/COMMISSION/COMMITTEE REVIEW AND RECOMMENDATIONS

Not applicable.

NOTIFICATION

Not applicable.

ATTACHMENTS

- Attachment 1 – First amended PSA Safety Employees
- Resolution/Exhibit A (Agreement)

CONTACT

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