

RESOLUTION NO. _____

A RESOLUTION EXPRESSING SUPPORT FOR THE NORTH LITTLE ROCK FIT 2 LIVE EMPLOYEE WELLNESS, SCREENING AND INCENTIVE PROGRAM; AND FOR OTHER PURPOSES.

WHEREAS, on June 13, 2011 with the adoption of Resolution No. 7865, the City of North Little Rock (“the City”) made a commitment to the “Fit 2 Live” initiative for healthy living; and

WHEREAS, the City adopted Resolution No. 8235 on December 27, 2012 implementing an Employee Wellness Plan to provide a foundation for the development of activities and adaptation of work environments to support the health and well-being of City employees; and

WHEREAS, its employees are the most valuable asset of the City, and with the ongoing increases in health care costs, the following statistics are not surprising, but they are alarming:

- Nearly one in three people in the United States has hypertension, or high blood pressure, and out of those, one-third don’t realize their blood pressure is high;
- Persons with a high BMI (27+) are at risk for diabetes, high blood pressure or high cholesterol;
- Close to 24 million people in the United States have diabetes, and about 6 million don’t even know they have it;
- High LDL cholesterol can lead to heart attack or stroke; and

WHEREAS, working with the University of Arkansas for Medical Sciences (“UAMS”) and utilizing Fire Department EMTs, in addition to its ongoing fitness program, Fit 2 Live is developing a Wellness Screening Program for City employees and would like to reward those employees achieving improvement in certain key health readings (blood sugar, cholesterol, blood pressure) with an incentive program (employees reaching prescribed goals can receive a \$10 Walmart gift card per measure in the target range, up to \$30 total (see Exhibit “A” attached hereto) and wellness reimbursement program (see Exhibit “B” attached hereto); and

WHEREAS, in its desire to promote healthy living for employees, it is in the best interests of the City and its residents to reward employees in making healthy choices and improving their overall well-being, thereby reducing healthcare costs and maintaining a fully staffed, and physically able, workforce.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTH LITTLE ROCK, ARKANSAS:

SECTION 1: That the City of North Little Rock supports the Fit 2 Live Wellness, Screening and Incentive Program, working with UAMS and EMTs from the North Little Rock Fire Department, to encourage, promote and track improvement in the healthy well-being of City employees.

SECTION 2: That the costs for incentive gift cards (\$11,000.00) and wellness reimbursement program (\$6,000.00), or approximately \$17,000.00, and has been included in the Fit 2 Live budget for 2015.

SECTION 3: That this Resolution shall be in full force and effect from and after its passage and approval.

PASSED:

APPROVED:

Mayor Joe A. Smith

SPONSORS:

ATTEST:

Joe A. Smith
Mayor Joe A. Smith *jsr*

Diane Whitbey, City Clerk

Beth White
Alderman Beth White *bjc*

APPROVED AS TO FORM:

C. Jason Carter
C. Jason Carter, City Attorney

PREPARED BY THE OFFICE OF THE CITY ATTORNEY/b

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|--|
| FILED <u>11:32</u> A.M. _____ P.M. |
| By <u>City Atty Carter</u> |
| DATE <u>5-5-15</u> |
| Diane Whitbey, City Clerk and Collector North Little Rock, Arkansas |
| RECEIVED BY <u>J. Marshall</u> |

Wellness Screening Results - EMPLOYEE COPY

\$10 Gift Card per "GREAT" result.

Blood Pressure

GREAT: $\leq 130/85$

| | | |
|--|---|--------------------------------|
| NEEDS IMMEDIATE ATTENTION $\geq 160/100$ | NEEDS IMPROVEMENT $\geq 140/90$ | GREAT! $\leq 130/85$ |
| | | |

Cholesterol

GREAT: ≤ 140 LDL

and* ≥ 40 HDL

*both must be GREAT to get \$10

| | | |
|--|--|--|
| NEEDS IMMEDIATE ATTENTION LDL ≥ 190 | NEEDS IMPROVEMENT LDL > 140 , HDL < 40 | GREAT! ≤ 140 LDL, ≥ 40 HDL |
| LDL HDL | LDL HDL | LDL HDL |

Blood Sugar

GREAT: ≤ 110

| | | |
|--|-------------------------------------|-----------------------------|
| NEEDS IMMEDIATE ATTENTION ≥ 200 | NEEDS IMPROVEMENT 110-199 | GREAT! ≤ 110 |
| | | |

Didn't meet one or more of the targets? Improve your health and get another chance at the incentive at this November's wellness fair.



Wellness Screening Results - CITY COPY

Name: _____

Blood Pressure

GREAT: $\leq 130/85$

| | | |
|--|---|--------------------------------|
| NEEDS IMMEDIATE ATTENTION $\geq 160/100$ | NEEDS IMPROVEMENT $\geq 140/90$ | GREAT! $\leq 130/85$ |
| | | |

Cholesterol

GREAT: ≤ 140 LDL

and ≥ 40 HDL

| | | |
|--|--|--|
| NEEDS IMMEDIATE ATTENTION LDL ≥ 190 | NEEDS IMPROVEMENT LDL > 140 , HDL < 40 | GREAT! ≤ 140 LDL, ≥ 40 HDL |
| LDL HDL | LDL HDL | LDL HDL |

Blood Sugar

GREAT: ≤ 110

| | | |
|--|-------------------------------------|-----------------------------|
| NEEDS IMMEDIATE ATTENTION ≥ 200 | NEEDS IMPROVEMENT 110-199 | GREAT! ≤ 110 |
| | | |



Wellness Reimbursement Program

The City of North Little Rock encourages employees to pursue life-long fitness. We already offer a 50% discount off memberships to City-owned facilities (NLRCC Fitness Center, Hays Center). However, many employees live out of town and attend fitness centers where they live, so that they can go to the gym on nights and weekends, often with their spouses or family. Several employees have requested that the Employee Wellness Program support their fitness efforts wherever they choose to go.

Program Details and Requirements

- Employees and spouses **on the City's health insurance plan** can get reimbursed up to \$10/month for a fitness/wellness membership or fee.
- 2015 pilot program is limited to 100 participants.
- Wellness provider must sign off on a log showing the employee attended at least 5 times each month.
- Provider must have relevant professional certifications and business licenses.
- Fit 2 Live will issue reimbursement checks semi-annually, only for the number of months that the minimum attendance was met and documented.

Examples of Eligible Expenses

- Gym membership
- Fitness/yoga/dance classes
- Personal trainer
- Nutrition counseling*
- Tobacco/nicotine cessation counseling*
- Weight management program (such as Weight Watchers)*

**minimum monthly attendance for these programs would be adjusted to an agreed-upon number appropriate to the program.*

Cost Estimate

| 2015 Pilot Year | Cost per month | Avg. Months in Prgm | Total Cost |
|--------------------------------------|-----------------------|----------------------------|-------------------|
| 100 participants | \$10.00 | 6 | \$6,000.00* |
| Year 2 Estimated Participants | Cost per month | Avg. Months in Prgm | Total Cost |
| 250 | \$10.00 | 9 | \$22,500.00 |

**available in existing 2015 budget, no further appropriation needed.*