

**Function:**  
General Government

**Department:**  
Parks and Recreation

**Activity:**  
**Wellness Program**

### **GENERAL INFORMATION**

Fiscal year 2007/2008 will be the 20<sup>th</sup> year of the Wellness Program. This program has been funded annually from the City's Health Insurance Fund. Wellness program activities vary a great deal and have included blood screening, physical fitness evaluations, flu shots, recreational activities and alcohol and drug awareness programs. All full-time and part-time employees are eligible to participate. Spouses are also encouraged to participate. Other programs initiated by the wellness program include Smoke Stoppers, Weight Watchers, personal safety classes, stress management, and other health-related seminars and clinics. An ongoing emphasis of the wellness program is to promote a healthy lifestyle for employees and their families.

The program also provides an ongoing employee blood pressure screening program as well as the Employee Fitness Scholarship Program. This particular program offers partial reimbursement to employees who participate in local fitness centers.

### **CURRENT TRENDS AND ISSUES**

Responsibility for the Wellness Program has been assigned to the Parks and Recreation Department. The Parks Department Office Coordinator has been serving as the Wellness Coordinator. Beginning early in 2007 the Program Supervisor will begin overseeing this program with the Office Coordinator continuing to provide assistance. The Wellness Program is coordinated with representatives of the Human Resources and Public Works departments in order to develop and implement employee safety programs as well as providing traditional Wellness programs. Participation in the wellness program continues to grow and elicit positive feedback from employees.

The budget for 2007/2008 is \$4,300 (8.0%) less than the 2006/2007 budget primarily due to decreases in commodities and contractual services costs.

### **GOAL STATEMENT**

To provide City of Muscatine employees and spouses with the knowledge necessary to help them become the best they can be physically and emotionally as individuals and as employees of the City, as part of the City's continued effort to improve employee efficiency and productivity.

**PERFORMANCE MEASURES**

	<b>Actual 2003/2004</b>	<b>Actual 2004/2005</b>	<b>Actual 2005/2006</b>	<b>Estimated 2006/2007</b>	<b>Estimated 2007/2008</b>
Wellness Meetings Held	11	5*	4*	4	4
Wellness Meeting Attendance	687	364	296	300	300
Wellness Fitness Incentive Programs Offered	3	3	3	4	4
Wellness Fitness Incentive Program Participants	267	273	268	300	300
Health Screen Programs Participants	381	406**	355	370	370

\* Wellness meetings are now being held on a quarterly basis. The average number of employees attending these meetings has remained consistent at about 74.

\*\* High number due to Stroke Prevention Screening. This is only offered approximately every five years.

**RECENT ACCOMPLISHMENTS**

The *Top Health* newsletter continues to be distributed to employees with their paychecks once per month. Two safety meetings of great interest this year were the “Safe Internet Usage” class taught by the City’s IT Manager and the “Back Safety/Safe Lifting Program” presented by a representative from River Rehabilitation.

The Weigh To Go holiday health maintenance program and 12 Days of Wellness were offered again in 2006. The “Lighten Up Iowa” program will be offered to city employees this year. It is a statewide fitness incentive program where teams compete across the State of Iowa in an effort to log the most exercise minutes over a four month period.

Flu-shots, Hepatitis B shots and hearing tests were again offered to employees. The Genesis Employee Assistance Program (EAP) continues to be utilized by employees and their families. This is a free counseling service offered to employees and their immediate families.

**OBJECTIVES TO BE ACCOMPLISHED IN 2007/2008**

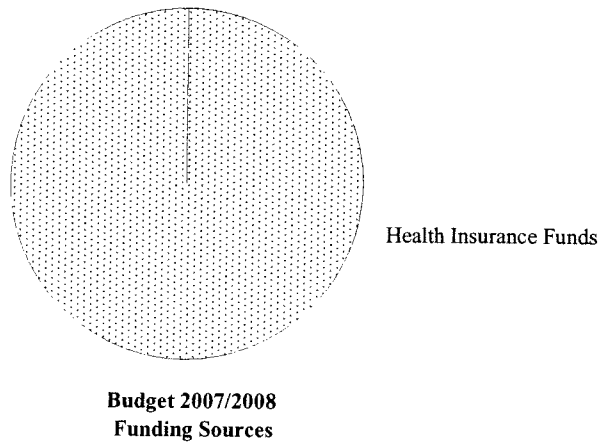
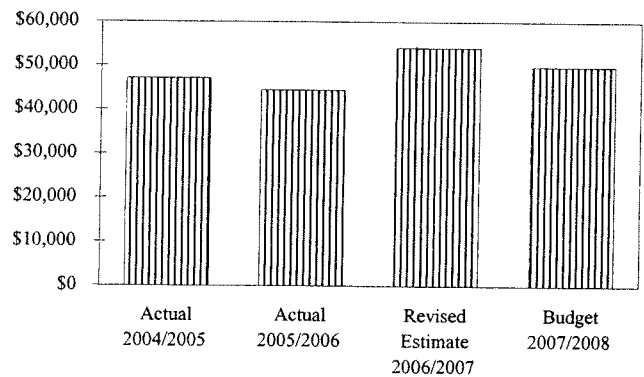
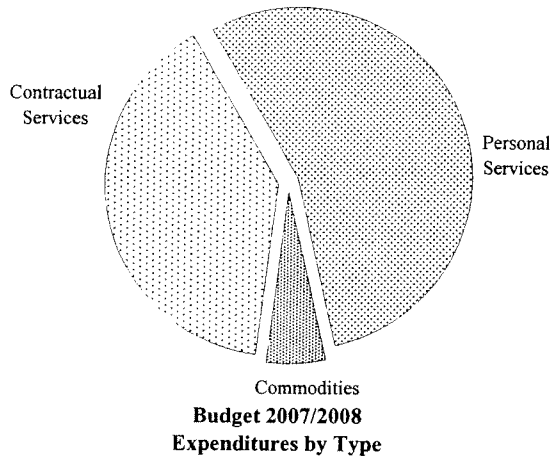
- \* To continue to offer Wellness meetings that correlate with the city’s highest insurance claims.
- \* To continue to offer at least two (2) fitness incentive programs.
- \* To increase participation in the Hearing Conservation Program.

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	Actual 2004/2005	Actual 2005/2006	Budget 2006/2007	Revised Estimate 2006/2007	Budget 2007/2008	Percent Change
<b>Expenditure Summary</b>						
Personal Services	\$ 22,511	\$ 23,915	\$ 25,700	\$ 25,700	\$ 27,200	5.84%
Commodities	2,562	2,738	4,500	4,500	2,800	-37.78%
Contractual Services	22,064	17,461	23,900	23,900	19,800	-17.15%
Capital Outlay	-	347	-	-	-	
Transfers	-	-	-	-	-	
<b>Total Expenditures</b>	<b>\$ 47,137</b>	<b>\$ 44,461</b>	<b>\$ 54,100</b>	<b>\$ 54,100</b>	<b>\$ 49,800</b>	<b>-7.95%</b>
<b>Funding Sources</b>						
Health Insurance Funds	\$ 47,137	\$ 44,461	\$ 54,100	\$ 54,100	\$ 49,800	-7.95%



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<b>Personnel Schedule</b>						
	<b>Actual 2004/2005</b>	<b>Actual 2005/2006</b>	<b>Budget 2006/2007</b>	<b>Revised Estimate 2006/2007</b>	<b>Budget 2007/2008</b>	<b>Budget Amount 2007/2008</b>
<b>Full Time:</b>						
Office Coordinator	0.50	0.50	0.50	0.50	0.50	\$ 17,800
Employee Benefits						9,400
Total Personal Services						<u>\$ 27,200</u>