



# City of West Allis

## Legislation Text

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**File #:** R-2016-0206, **Version:** 1

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Resolution to authorize the creation of a Benefit and Wellness Coordinator position in the Human Resources Department.

WHEREAS, the City of West Allis (“City”) has been engaged in providing wellness programs to employees since 2007, and in 2012, a part-time wellness coordinator position was created; and

WHEREAS, in 2011, the City began providing Health Risk Assessments for employees, and the scores have remained consistent at 75 since 2012; and

WHEREAS, the need to increase focus on employees’ wellness is imperative to ensure we improve the health and well-being of our employees and mitigate the increased health care costs; and

WHEREAS, with over 54% of our supervisor staff eligible to retire and that 1 in 4 of all employees could retire at any time (updated information provided by HR on 7/22/16), the City also has a significant need to allocate additional staff time to the hiring and recruiting process, and align hiring and promotion processes to ensure candidates possess the qualifications and experience consistent with the City’s mission, goals and innovation activities (R-2016-0054); and

WHEREAS, continuing to operate in the same manner will not allow the City to realize its goals.

NOW, THEREFORE, BE IT RESOLVED that the Common Council of the City of West Allis approves the creation of a full-time Benefit and Wellness Coordinator position within the Human Resources Department and funded by the Health Insurance Fund.

BE IT FURTHER RESOLVED that the Common Council of the City of West Allis directs the City Administrator and Human Resources Department to facilitate the creation, implementation and hiring of the Benefit and Wellness Coordinator position as soon as practical.

ADM\ORDRES\ADMR554