



# City of West Allis

## Legislation Text

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**File #:** R-2016-0205, **Version:** 1

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Resolution relative to continuing to contract with Workforce Health to furnish Health Risk Assessments (HRA) as administered under the City's Wellness Program and expand the requirement to include spousal participation in the HRA process for eligible\* non-represented employees, elected officials, and retirees (those whose retirement date is on or after March 1, 2017), in order to be eligible for the reduced monthly health insurance premium contribution levels for the March 1, 2017 to February 28, 2018 insurance plan year.

WHEREAS, Workforce Health has been the City's HRA vendor since 2010, their administration of the program has been positive, and this six (6) year relationship provides valuable historical HRA information; and

WHEREAS, the cost per participant will be \$62.50 per participant, a slight increase over the 2015 cost of \$62.00 per participant; and

WHEREAS, employee participation in the HRA program has resulted in the early detection, identification and mitigation of several serious health concerns; and

WHEREAS, a significant amount of health care costs are attributed to the spouses of health insurance participants, and requiring spousal participation in order to maintain the reduced monthly health insurance premium contribution may provide a benefit to the spouses in terms of early detection, identification and mitigation of health concerns; and

WHEREAS, the Wellness Program on behalf of the City continues to endeavor to assist health insurance participants to be increasingly mindful of their health and providing preventative outlets for participation; and

WHEREAS, the Common Council deems it to be in the best interest of the City to continue the agreement with Workforce Health and require employee, elected official, retiree, and spousal participation in the HRA process in order to obtain the reduced monthly health insurance premium contribution for the March 1, 2017 to February 28, 2018 insurance plan year.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Common Council of the City of West Allis that the proposal submitted by Workforce Health for furnishing Health Risk Assessments for 2016 for a fee of \$62.50 per participant is hereby accepted and the appropriate City officials are hereby authorized to enter into a contract for the aforesaid services.

BE IT FURTHER RESOLVED by the Mayor and Common Council of the City of West Allis that for the March 1, 2017 to February 28, 2018 health insurance plan year:

- 1.) An eligible\* full-time (1.0 FTE) non-represented employee, Alderperson, City Attorney, Mayor, Municipal Judge, and retiree shall contribute 10% of the monthly health insurance premium if the employee, elected official, retiree, and their spouse (if applicable) participates in the City-sponsored HRA process.
- 2.) An eligible\* full-time (1.0 FTE) non-represented employee, Alderperson, City Attorney, Mayor,

Municipal Judge, and retiree shall contribute 20% of the monthly health insurance premium, if the employee, elected official, retiree, and/or their spouse (if applicable) does not participate in the City-sponsored HRA process.

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\* “Retiree” denotes those whose retirement date is on or after 3-1-17. Premium share contributions for represented employees of the Police and Fire Departments are subject to the collective bargaining process. The monthly health insurance premium contribution for a regular part-time employee holding a minimum of 0.5 FTE budgeted position is prorated based on FTE.

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