

**Priority:** Accountability  
**Program Offer Type:** Existing Operating  
**Related Programs:**

**Lead Agency:** County Management  
**Program Contact:** Mindy Harris

**Program Characteristics:**

**Executive Summary**

The Multnomah County Wellness Program provides employees, their eligible family members, and retirees with opportunities to improve their health and well being through education, experience, exercise, prevention training, and wellness intervention all designed to cultivate a healthier workforce and population covered by County sponsored health plans. This county wide program focuses on broad spectrum wellness, which includes proper nutrition, weight control, fitness, and stress management. In general, wellness programs can contribute to a reduction in employee absenteeism, lower health plan costs, increased employee productivity, enhanced employee retention, and improved employee morale.

**Program Description**

The program offers a broad range of services to employees aimed at enhancing overall wellness by providing convenient access to a variety of commercial grade fitness equipment, affordable on-site fitness classes tailored to work schedules and employee mix (class costs are below market rates and shared by participants), personal development workshops targeting stress management, work-life balance, and other medical concerns for our population, wellness information, information about community resources/activities, a library of related subject matter, the breast pump loan program, incentive programs for weight loss and smoking cessation, worksite wellness activities, assistance to senior management with development of countywide wellness policy, guidance to the Peer Support Network, Employee Assistance Program coordination for individuals/departments, assistance with County's Drug/Alcohol training, coordination of health fairs, and assistance with other ad-hoc projects supporting program goals.

**Program Justification**

Our program provides the County's stable and aging workforce with opportunities to make healthy life choices that will enhance their commitment to the County, increase productivity, and encourage employee retention. Program offerings can be tailored to address the specific health needs of our population as targeted by health plan statistics: weight reduction, stress management, women's health, and cardiovascular health. Industry studies document the positive impact wellness programs have on health and disability plan costs and the relationship between wellness programs and employee productivity. Investment in employee wellness contributes to better and more cost effective service delivery to the community. Offering worksite wellness programs and initiatives demonstrates the County's commitment to support employees, encourage a health workforce, improve employee morale, and desire to attract and retain a highly qualified workforce.

**Performance Measures**

Measure Type	Primary Measure	Previous Year Actual (FY06-07)	Current Year Purchased (FY07-08)	Current Year Estimate (FY07-08)	Next Year Offer (FY08-09)
Output	Number of employees requesting access to Mult Bldg	0	150	175	150
Outcome	Number of access visits to Mult Bldg fitness site	0	10,000	18,000	18,000
Quality	Personal development workshops receiving excellent/good rating	0.0%	80.0%	80.0%	85.0%
Outcome	Individuals participating in Wellness activities or using wellness facilities	0	14,000	16,341	17,000

**Performance Measure - Description**

Output #1: Not a good measure would like to replace with data about breast pump loan program.  
 Outcome #1: Activity indicates more visits to the fitness center.  
 Outcome #2: We would like to discontinue using this Outcome and replace with survey of participants who take part in specific wellness programs to gauge the success of the sponsored programs.

## Legal/Contractual Obligation

## Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
<b>Program Expenses</b>	2008	2008	2009	2009
Personnel	\$0	\$93,138	\$0	\$96,715
Contracts	\$0	\$81,112	\$0	\$51,000
Materials & Supplies	\$0	\$37,100	\$0	\$101,144
Internal Services	\$0	\$79,449	\$0	\$83,975
Subtotal: Direct Exps:	<b>\$0</b>	<b>\$290,799</b>	<b>\$0</b>	<b>\$332,834</b>
Administration	\$7,706	\$1,435	\$6,248	\$1,011
Program Support	\$1,224	\$0	\$1,400	\$0
Subtotal: Other Exps:	<b>\$8,930</b>	<b>\$1,435</b>	<b>\$7,648</b>	<b>\$1,011</b>
Total GF/non-GF:	<b>\$8,930</b>	<b>\$292,234</b>	<b>\$7,648</b>	<b>\$333,845</b>
Program Total:	<b>\$301,164</b>		<b>\$341,493</b>	
Program FTE	0.00	1.00	0.00	1.00
<b>Program Revenues</b>				
Fees, Permits & Charges	\$0	\$27,000	\$0	\$37,200
Other / Miscellaneous	\$0	\$0	\$0	\$64,000
Program Revenue for Admin	\$1,435	\$0	\$1,011	\$0
<b>Total Revenue:</b>	<b>\$1,435</b>	<b>\$27,000</b>	<b>\$1,011</b>	<b>\$101,200</b>

## Explanation of Revenues

Revenues include fees paid by fitness class participants.

## Significant Program Changes

Last year this program was: #72013, Employee Wellness