

**Lead Agency:** County Management

**Program Contact:** Caren Cox

**Program Offer Type:** Existing Operating

**Related Programs:**

**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 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. Available work site wellness programs/initiatives demonstrate the County's commitment to support employees, encourage a health workforce, improve employee morale, and attract/retain highly qualified workforce. The program offers a broad range of services to employees including convenient access to 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), 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, work site 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.

**Performance Measures**

Measure Type	Primary Measure	Previous Year Actual (FY08-09)	Current Year Purchased (FY09-10)	Current Year Estimate (FY09-10)	Next Year Offer (FY10-11)
Output	Number of employees requesting access to Fitness Centers	118	150	125	150
Outcome	Number of individual visits to fitness sites	17,777	18,000	16,200	18,000
Outcome	Enrollment in Wellness sponsored activity	18,558	18,000	16,800	19,000

**Performance Measure - Description**

Output: Measures number of new requests for access to fitness centers. Numbers decrease as population shrinks and fewer newly hired employees.

Outcome #1: Reports the number of individual visits to a County fitness site tracking usage of the centers.

Outcome #2: Reports the number of: individual visits to County fitness site, distinct classes offered by County, and participation in other miscellaneous offered programs (mini-grants, weight loss subsidy, breast pump loan, etc) tracking use of program offerings.

### Legal/Contractual Obligation

Offering wellness activities is not mandated by labor contract or regulation. However, employers offering programs must ensure the programs are non-discriminatory and equally available to all employees.

### Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2010	2010	2011	2011
Personnel	\$0	\$104,650	\$0	\$105,730
Contracts	\$0	\$51,000	\$0	\$65,000
Materials & Supplies	\$0	\$63,023	\$0	\$49,023
Internal Services	\$0	\$85,052	\$0	\$86,396
Total GF/non-GF:	<b>\$0</b>	<b>\$303,725</b>	<b>\$0</b>	<b>\$306,149</b>
Program Total:	<b>\$303,725</b>		<b>\$306,149</b>	
Program FTE	0.00	1.00	0.00	1.00
<b>Program Revenues</b>				
Fees, Permits & Charges	\$0	\$303,725	\$0	\$306,149
Total Revenue:	<b>\$0</b>	<b>\$303,725</b>	<b>\$0</b>	<b>\$306,149</b>

### Explanation of Revenues

Revenues include fees paid by fitness class participants (\$35,000), revenues from parking garage fees (\$12,000) and internal service reimbursements.

### Significant Program Changes

Last year this program was: #72013, FRM - Employee Wellness