

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 eligible employees, retirees, and their family members with opportunities to improve their health and well being through education, experience, exercise, prevention training, and wellness interventions 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, stress management, and peer support. 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 supporting employees, encourage a healthy workforce, improve employee morale, and attract/retain our 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 rate and shared by participants), workshops targeting stress management, work-life balance, and other medical concerns for our population, wellness information, community resources, a library of related subject matter, breast pump loan program, incentives program for weight loss, guidance for Peer Support Network, assistance to senior management with development of County wide wellness policies and assistance with many ad-hoc projects that support the program's goals.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY09-10)	Current Year Purchased (FY10-11)	Current Year Estimate (FY10-11)	Next Year Offer (FY11-12)
Output	Number of new requests for access to Fitness Ctr.	150	170	150	170
Outcome	Number of individual visits to fitness site	18,000	19,000	18,000	19,000
Outcome	Enrollment in Wellness sponsored activity	18,000	19,000	19,000	19,000

Performance Measure - Description

Output: Measures number of new requests for access to Wellness Fitness Centers. Increase/decrease may depend on hiring activity.

Outcome #1: Reports number of individual visits to County Wellness Fitness Center sites tracking card/fob key access.

Outcome #2: Reports number of individual visits to County Wellness Fitness Center sites, plus participation in specific classes or other offered programs (for example Wellness mini-grants, breast pump loan, weight subsidy).

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	2011	2011	2012	2012
Personnel	\$0	\$105,730	\$0	\$109,978
Contracts	\$0	\$65,000	\$0	\$65,000
Materials & Supplies	\$0	\$49,023	\$0	\$51,335
Internal Services	\$0	\$86,396	\$0	\$75,564
Total GF/non-GF:	\$0	\$306,149	\$0	\$301,877
Program Total:	\$306,149		\$301,877	
Program FTE	0.00	1.00	0.00	1.00
Program Revenues				
Fees, Permits & Charges	\$0	\$306,149	\$0	\$301,877
Total Revenue:	\$0	\$306,149	\$0	\$301,877

Explanation of Revenues

Revenues come from fees paid by Wellness fitness class participants (\$35,000.00), revenues from parking garage fees (\$12,000.00), and internal service reimbursements included in the benefit administration fee of 0.90% of gross payroll.

Significant Program Changes

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