



*Wellness Program Executive Summary
Fiscal Year 2013-2014*



Why Wellness?

Employee Benefits

- Improve
 - ✦ Quality of life
 - ✦ Physical fitness & nutrition
 - ✦ Psychological wellbeing
- Reduce
 - ✦ Injuries & disability
 - ✦ Preventable diseases

Employer Benefits

- Improve
 - ✦ Employee engagement
 - ✦ Productivity
 - ✦ Attendance
- Reduce
 - ✦ Healthcare costs
 - ✦ Worker's Compensation Costs

Return on Investment

\$5.81 ROI
for Every
\$1.00 Spent



City of Reno Return on Investment



- **Police Wellness Pilot**

- 20 Year Projected Cost for Wellness Study = \$505,560
- ROI \$21.00 per every \$1.00 =

**Projected Savings
\$10.8 Million**

We Currently Offer:

- Preventative Services
 - One free annual physical
 - One free series of lab work
 - Various free cancer screenings
- Immunization Fairs
- Back-on-Track Program



Annual Estimated Costs

\$200-275K Investment in our Future

- **Wellness tracking & online portal**
 - Package - \$22,000
- **Rewards**
 - \$50,000
- **Know your “Big 5”**
 - \$20,000
 - \$16-20,000 for onsite event
- **Prevention follow-up services**
 - \$75,000
- **Onsite nutrition & fitness counselor 4 hours week**
 - \$22,500
- **Guest speakers**
 - \$20,000
- **Hands on education and events**
 - \$20,000
- **Pedometer challenge**
 - \$29,500 first year only
 - \$8,500 annually thereafter

Are we going to be proactive or reactive?

The choice should be **CLEAR**

We can't afford not to invest in Wellness

Prevention

vs.

Disease

\$200-275K Annual Wellness Investment

\$2 Million per Heart Claim
Lost Productivity
Absenteeism
Disability
Healthcare Costs



Prevention Dollars is Preferred!

Questions?

