

Wellness Program Executive Summary Fiscal Year 2013-2014



Why Wellness?

Employee Benefits

Employer Benefits

Improve

- Physical fitness & nutrition
- Psychological wellbeing

Reduce

- ▼ Injuries & disability
- × Preventable diseases

Improve

- **Employee engagement**
- × Productivity
- **Attendance**

Reduce

- **Healthcare costs**
- **X** Worker's Compensation Costs

Return on Investment



City of Reno Return on Investment

- Police Wellness Pilot
 - 20 Year Projected Cost for Wellness Study = \$505,560
 - o 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
 - o Package \$22,000
- Rewards
 - \$50,000
- Know your "Big 5"
 - o \$20,000
 - \$16-20,000 for onsite event
- Prevention follow-up services
 - \$75,000

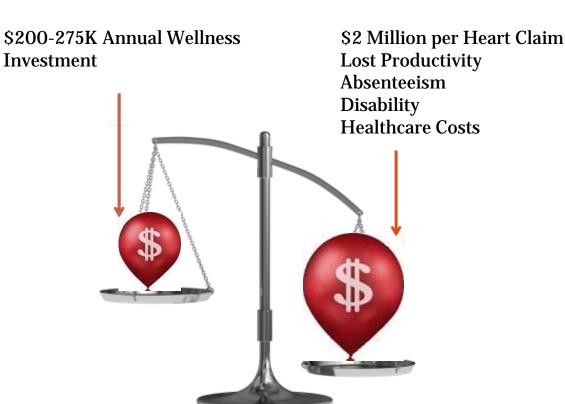
- Onsite nutrition & fitness counselor 4 hours week
 - o \$22,500
- Guest speakers
 - o \$20,000
- Hands on education and events
 - o \$20,000
- Pedometer challenge
 - \$29,500 first year only
 - \$8,500 annually thereafter

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



Prevention Dollars is **Preferred!**

Questions?

