

## **CITY OF MARION WELLNESS INCENTIVE POLICY**

The City of Marion provides medical insurance to its employees. Recognizing that the key to improving an employee's overall health is by promoting wellness and increasing awareness, the City has provided for its employees a wellness program, "Wellness for Life".

As of July 1, 2011 the City will begin charging each employee 5% of the total medical insurance premium (employee only portion) with the option of discounting that fee. To exercise this option and for an employee to receive a discount, he/she must actively participate in the following program(s) offered through the "Wellness for Life" program.

- To qualify, the employee must participate in the following wellness activities offered through "Wellness for Life".
  - a) Complete annual blood screenings done either at the employee annual Health Fair or by a personal physician by or before May 31 of each year. By doing so and upon receipt of verification, the premium will be Discounted by 3%.
  - b) Attend two Lunch 'n Learn sessions coordinated by the Wellness Program beginning in July of the current fiscal year. For each session attended, an employee will receive a 1% discount, OR
  - c) In the event an individual is unable to attend one of the Lunch 'n Learn sessions, he/she may complete the online Health Assessment offered through the City's insurance provider. Complete information on the program is available through the Personnel Office.

### **TOBACCO CESSATION**

In an effort to assist employees in their long term goal of tobacco use cessation, the City of Marion's wellness program, Wellness for Life, is providing City employees with assistance in accomplishing their goals.

Wellness for Life provides for assistance in the form of a tobacco cessation program. This program offered through the McDowell County Health Department offers employees the option of attending meetings in a group setting where individuals are provided with literature and information to help them through the transition period and to re-learn life without tobacco. This program is offered at no cost to employees. In order to provide an individual program for City employees, a total of eight (8) individuals are needed. However, individuals may attend sessions already provided by the Health Department.

The City will further assist employees financially in reaching these goals. The City's insurance provider will pay the cost of the prescription tobacco cessation aids such as

Chantix, etc. The employee pays a co-pay on these prescriptions. Over-the-counter aids are also available with no assistance by insurance. The City will assist employees by paying one half (1/2) of the cost of either the prescription (co-pay) or over-the-counter product. Sufficient verification will need to be provided by the employee. Further details are available through the City Personnel Office.

This policy replaces the Wellness Incentive Policy adopted by the City Council on September 7, 2010.

Adopted by the City Council of the City of Marion this the 7<sup>th</sup> day of June, 2011.