

CITY OF MARION WELLNESS INCENTIVE PROGRAM

The City of Marion provides medical insurance to its employees. As of July 1, 2018, the City's medical insurance is administered by United HealthCare. A key component to improving an employee's overall health is by promoting wellness and increasing awareness. The City of Marion provides for a Wellness Incentive Program through which an employee's share of the cost of the insurance premiums may be reduced.

The City's medical insurance provider, United HealthCare provides, as part of the group insurance, preventative *age appropriate* blood screenings as well as *age appropriate* cancer screenings which are covered at 100% if the service is provided by an in-network provider. Details on those services are provided through the employee's Benefits Enrollment Guide and Schedule of Benefits.

City of Marion's "Wellness for Life" Program

As of January 1, 2018, the City will begin charging each employee 2% 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 offered through the "Wellness for Life" program.

- Attend ***two Lunch 'n Learn*** sessions coordinated by the Wellness Program beginning in January of the current year. For each session attended, an employee will receive a 1% discount.

Complete information on the program is available through the personnel office.

To further encourage employees to take advantage of the Preventative Wellness screenings and be proactively involved, each employee on the City's insurance plan will be given 4 hours of wellness leave in a calendar year to use when an employee needs to be absent from work for preventative checkups or procedures. This leave will be tracked separately from regular sick leave and will need to be indicated as "wellness leave" on the Personnel Transaction Notice and Request Form and any other employee timesheets.

Wellness leave can accumulate to a maximum of 16 hours. If an employee's wellness leave balance is above 16 hours as of December 31 of any year, the hours in excess of 16 hours will be lost.

The prior City of Marion Wellness Incentive is hereby rescinded as of the date of approval of this Policy.

This Policy shall be effective upon its adoption.

Approved this the 21st day of August, 2018 by the City Council of the City of Marion.