

WELLNESS DONATION FROM BLUE SHIELD OF CALIFORNIA

HUMAN RESOURCES DEPARTMENT

City Council
June 1, 2021

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BACKGROUND

- As part of the 2021 plan year health insurance renewal process, Blue Shield of California authorized the \$50,000 donation to the City to be utilized towards funding of the City's Employee Wellness Program.
- Due to this generous donations, the City's Wellness Program "Life-in-Balance" has been able to offer a variety of wellness related programs, resources, and incentives to City employees to encourage overall well-being.



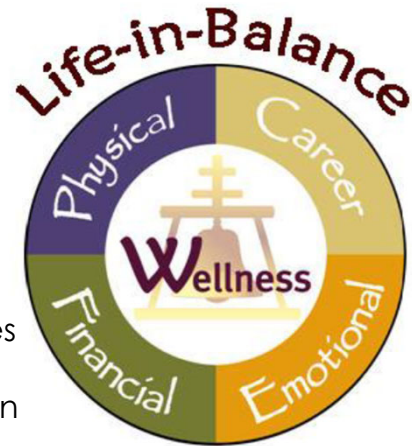
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LIFE-IN-BALANCE WELLNESS PROGRAM

- The City's Wellness Program has been in place since June 2009
- The Program focuses on four elements of Wellness: Physical, Career, Emotional and Financial
- Mission – To foster and encourage a healthy lifestyle that focuses on the four essential elements of wellness. To ensure that employees have the tools and resources necessary to succeed in each aspect of wellness, which is an integral part of a motivated and successful workforce.



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LIFE-IN-BALANCE WELLNESS PROGRAM

- ✓ Get Fit Challenge
- ✓ Bike to Work
- ✓ Maintain Don't Gain
- ✓ Step-it-up
- ✓ Wellness Workshops & Webinars
- ✓ On-site Flu Shots
- ✓ Biometrics Screenings
- ✓ Employee Wellness Fairs
- ✓ Open Enrollment Fairs
- ✓ Employee Incentives
- ✓ Learning Communities
- ✓ & much more...



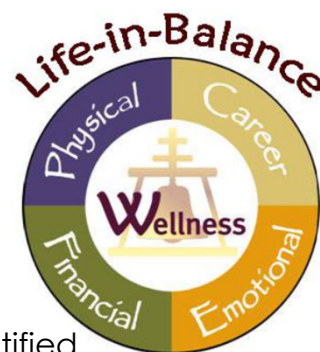
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ALIGNMENT WITH CORE VALUES

City Council's Envision Riverside 2025

- Strategic Priority - High Performing Government
- Goal 5.5 – Foster a culture of safety, well-being, resilience, sustainability, diversity, and inclusion across the city organization



Employee's Voice

- The Employee Engagement Survey (Fall 2019) identified several employee priorities including "training and development opportunities"



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RECOMMENDATION

That the City Council:

1. Accept \$50,000 from Blue Shield of California as a Wellness Fund Allowance to provide various employee wellness programs and initiatives during calendar year 2021; and
2. With at least five affirmative votes, authorize a supplemental appropriation in the amount of \$50,000 to the General Fund Wellness Program Account 2100000-453221, which is fully offset by revenue in General Fund Wellness Program Revenue Account 2100000-374219.



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