

City Council – Action Request Form

Date: December 1, 2017
To: The City Manager
From: Carmen Caruth, Human Resources Director

Council Action Requested:

Consideration of a Resolution Authorizing the City Manager to Enter into an Agreement with Wake Forest Baptist Health for Biometric Screening Services.

Strategic Focus Area: Service Excellence

Strategic Objective: No

Strategic Plan Action Item: No

Key Work Item: No



Summary of Information:

The City of Winston-Salem's employee wellness program is designed to educate participating employees and retirees about their individual health conditions; to provide information and resources needed to manage chronic health conditions; and, ultimately, to encourage healthier lifestyles. As an incentive to participate in this program, the City offers a \$50/month health insurance premium discount for participants who annually complete a physical examination, one wellness education class, and a Health Risk Assessment (HRA) survey, and participate in biometric screening. The goal of these program requirements is to provide employees with information regarding their health conditions and to empower them to make healthy lifestyle choices and manage chronic health conditions.

The biometric screening part of the wellness program consists of the following: labs to determine blood sugar levels and cholesterol levels (lipids profile); measurements related to height, weight/body mass and blood pressure; and screening for tobacco use. The City provides this screening annually at a variety of City facilities during hours convenient for employees working day and evening shifts, as well as retirees. There is no cost to the employee/retiree for biometric screening.

Committee Action:

Committee	<u>Finance 12/11/17</u>	Action	<u>Approval</u>
For	<u>Unanimous</u>	Against	<u></u>

Remarks:

With the exception of the nicotine screen, City staff does not receive individual participant biometric screening results. To protect the individual participant's privacy, these results are provided directly to the participant. To provide the City with information about the overall health condition and needs of the workforce as a whole, aggregated data results regarding the general health of City employees and retirees are provided to the City's Employee Medical Services staff. Since tobacco use status triggers additional program requirements related to tobacco cessation programs, the Employee Medical Services staff receives individual results of the nicotine screening only.

In 2015, City staff conducted a competitive proposal process (RFP) to identify and select a vendor to provide this service. As a result of this process, Wake Forest Baptist Health was selected to provide biometric screening services for City employees and retirees participating in the City's wellness program for FY 2015-16 and FY 2016-17. The defining factors in selecting Wake Forest Baptist Health were their flexible service delivery model relating to clinic set-up, in-house lab services, minimum number of participants screened per clinic, and cancellations/add-ons flexibility. Additionally, Wake Forest Baptist Health proposed to deliver this service with a core staff of fifteen experienced nurses, nurse practitioners and certified nursing assistants, with access to other health care professionals including physicians and dietitians. This vendor also has access to excellent wellness training, employee engagement services, programs designed to impact risk factors and on-line resources for employees.

Wake Forest Baptist Health has provided excellent service over the past two years; and they have submitted a proposal to extend the agreement to provide biometrics screening for FY 2017-18 at a cost not to exceed \$105,000, which is no increase over the previous contract.

The accompanying resolution authorizes the City Manager to enter into an agreement with Wake Forest Baptist Health in an amount not to exceed \$105,000 for biometric screening for employees and retirees participating in the City's wellness program for FY 2017-18. Further, the resolution authorizes the City Manager to extend the agreement for a second year provided that the amount and terms of the agreement are substantially the same as specified in the proposal.

Funds for this service are budgeted in the Health Benefits Fund.