



CITY OF RAPID CITY
RAPID CITY, SOUTH DAKOTA 57701-2724

Human Resources
300 Sixth Street
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TO: Rapid City Common Council

FROM: Jeff Barbier, Community Resources Director

SUBJECT: Employee Wellness Initiative

DATE: November 20, 2013

The Healthcare Committee for the City of Rapid City meets quarterly to monitor and make decisions regarding the City's employee health insurance plan. Issues regularly evaluated on a quarterly basis include the financial status of the Health Insurance Fund, trends in claims activity, and regulatory changes affecting the fund.

It is the recommendation of the Healthcare Committee that the City create a more comprehensive wellness program for employees. Currently the City only has in place a wellness incentive that lacks broad support and participation from City employees. The Healthcare Committee along with management of the Parks and Recreation Department are recommending changes that will make the City's employee wellness program more robust at minimal cost.

The recommendations include updated employee and elected officials pricing for Parks and Recreation annual passes and a payroll deduction option; as well as, quarterly wellness events beginning in January of 2014. The employee pass fees and payroll deduction portion of the plan received unanimous support of the Parks and Recreation Board at their November 14th 2013 meeting. The first quarterly wellness event will include meetings at various locations throughout the City regarding information about nutrition and other activities promoting healthy lifestyles for City employees.

All expenses of the expanded employee wellness program will be paid by the City's Health Insurance Fund and the Parks and Recreation Department with the anticipation of long term cost savings or revenue generation respectively, for both funding sources.