

 <p style="text-align: center;"><b>Council Communication</b> Office of the City Manager</p>	<b>Date:</b>	March 23, 2015
	<b>Agenda Item No.</b>	<b>31</b>
	<b>Roll Call No.</b>	<b><u>15-510</u></b>
	<b>Communication No.</b>	<b><u>15-137</u></b>
	<b>Submitted by:</b>	<b>James R. Wells, Human Resources Director</b>

**AGENDA HEADING:**

Approving exception to competitive procurement process and approve amendment to agreement between the City of Des Moines and UnityPoint Health (Eric Crowell, President and CEO, 1200 Pleasant Street, Des Moines, Iowa 50309) to provide certain employee wellness services.

**SYNOPSIS:**

Approve amendment to agreement for occupational health for services relating to an employee wellness incentive plan, specifically, an on-line health risk assessment, and on-site biometric screenings including finger stick blood analysis, health coaching and a wellness portal.

**FISCAL IMPACT:**

Amount: \$40 per person per health screen; \$100 per person per health coaching (\$45,000 estimate). Actual cost based on number of participating employees.

Funding Source: Employee Wellness, H722, ND409730, p. 185

**ADDITIONAL INFORMATION:**

Through the collective bargaining process all City bargaining units now have an incentive that provides a premium discount for compliance with a wellness program. The wellness program includes an on-line health risk assessment, on-site bio-metric screening and quarterly health coaching if recommended. This voluntary program is also offered to supervisory, professional and management (SPM) employees.

UnityPoint is the City’s occupational health provider for such things as pre-employment physicals and injury care. They have also provided the wellness screening services described above for the past two (2) years and have offered to continue doing so through the current term of the occupational health agreement. The City accepted bids for these services in 2013 and UnityPoint submitted the lowest bid at \$37 per person plus an additional \$100 per person for health coaching, if required. UnityPoint’s current proposal for health screenings at \$40 per person is still \$5 per person less than the second lowest bid in 2013. UnityPoint’s cost for health coaching remains at \$100 per person. This amendment also includes a health activity tracking portal of \$4.50 per person per year. The portal will not be used unless an activity based program necessitating the need to track healthy activities is adopted.

**PREVIOUS COUNCIL ACTION(S):**

Date: October 20, 2014

Roll Call Number: [14-1645](#)

Action: [Agreement](#) with Iowa Methodist Occupational Medicine d/b/a UnityPoint Health for occupational health services. ([Council Communication No. 14-492](#)) Moved by Hensley to adopt. Motion Carried 7-0.

Date: May 20, 2013

Roll Call Number: [13-0849](#)

Action: [Amendment](#) to Agreement with Central Iowa Hospital Corporation d/b/a Unity Point Health for Wellness Services. ([Council Communication No. 13-263](#)) Moved by Coleman to adopt; refer to City Manager and Human Resources to establish benchmarks and a timeline for evaluation. Motion Carried 7-0.

**BOARD/COMMISSION ACTION(S): NONE**

**ANTICIPATED ACTIONS AND FUTURE COMMITMENTS: NONE**

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