



Legislation Text

File #: 25-0182, **Version:** 1

Chief Administrative Office and Human Resources Department recommending the Board:

1) Approve the use of General Fund in the amount of \$10,000 for the replenishment of the Employee Wellness Fund that is used for fitness classes and the annual Employee Appreciation Luncheon; and
2) Approve and authorize the Chair to sign Fiscal Year (FY) 2024-25 budget transfer moving \$10,000 from Special Projects in the Non-Departmental General Fund to the Human Resources Department's Wellness Fund.

FUNDING: General Fund.

DISCUSSION / BACKGROUND

Wellness funds are used to support employee health and wellness initiatives. Such initiatives include employee appreciation lunches, prizes, or gift cards not to exceed \$50 for participating and/or winning county-wide employee activities and/or contests for the purpose of enhancing morale and employee satisfaction. As part as our health and wellness program, exercise classes and other wellness-related activities are offered at no cost to employees as part of the County's employee wellness initiatives. It is noted that the County occasionally receives funding from our health insurance providers as a means to encourage the above activities. Those funds are utilized first, however, they are not always sufficient to cover all of the costs associated with our health and wellness program.

Human Resources reached out to the Chief Administrative Office to help identify funding in the amount of \$10,000 to cover expenses in the wellness fund. The funds received from our health insurance providers have been depleted and it is unknown when additional funds will be received. This transfer of General Fund will allow for the health and wellness program to continue to operate while waiting for the additional health insurance funds to be received. Human Resources will also bring a Board item this year to establish a Staff Appreciation Policy and request an annual allotment of General Fund for the health and wellness program.

ALTERNATIVES

The Board could choose not to use General Fund for the replenishment of the Employee Wellness Fund and not approve this budget transfer.

PRIOR BOARD ACTION

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT

N/A

FINANCIAL IMPACT

The General Fund cost will be \$10,000 to allow for the continuation of the health and wellness program until health insurance provider funds are received.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Workforce Excellence

Priority: Enhance Employee Retention

Action Item: Attract and retain the best employees by providing competitive compensation, training, and advancement opportunities, and creating a positive and thriving culture.

CONTACT

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