

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to establishing two additional position authorities in the Personnel Department to provide staff support for the establishment and implementation of a Citywide FLEX benefits wellness program.

Recommendation for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

RESOLVE that the following positions are APPROVED and CONFIRMED through June 30, 2016 to establish and implement a Citywide FLEX benefits wellness program, subject to position allocation by the Civil Service Commission and paygrade determination by the City Administrative Officer (CAO):

No. Class Code: Title:

1	9167-1	Senior Personnel Analyst I
1	1731-2	Personnel Analyst II

Fiscal Impact Statement: The CAO reports that there is no additional impact on the General Fund. Funding will be transferred to the Personnel Department Salaries General Account in the Year-End Financial Status Report. Funding for these positions in future fiscal years will be subject to the City's annual budget process, thus the above recommendation complies with the City's Financial Policies.

Community Impact Statement: None submitted.

Summary:

On March 16, 2016, your Committee considered a March 9, 2016 CAO report relative to establishing two additional position authorities in the Personnel Department to provide staff support for the establishment and implementation of a Citywide FLEX benefits wellness program. According to the CAO, the Personnel Department (Personnel) requests resolution authority for two positions, one Senior Personnel Analyst I and one Personnel Analyst II, to provide staff support for the establishment and implementation of a Citywide FLEX benefits wellness program. This wellness program is being developed under the auspices of the Joint Labor Management Benefits Committee (JLMBC) and would be funded by \$1.8 million, which has been made available by Blue Shield, one of the City's healthcare medical service providers.

According to Personnel, through the City's original contract, Blue Shield would provide \$900,000 to the City annually for two years for wellness-related programs. These funds would expire if unused and could not be carried forward. Personnel and Blue Shield have negotiated continued use of the entire \$1.8 million through the contract term end date of 2016.

In November 2015, the JLMBC adopted a proposed resource and implementation plan for the FLEX benefits wellness program and identified a need for dedicated staffing resources to move forward expeditiously to develop the wellness program within the time constraints of the available funds. Since submission of its request, Personnel reports that \$900,000 of the \$1.8 million has been received by the City from Blue Shield and deposited into the Employee Benefits Trust Fund. Further, on March 3, 2016, JLMBC approved funding from the Employee Benefits Trust Fund for the two positions through June 30, 2017.

To provide staff support to establish and implement this wellness program, it is recommended that resolution authority be provided for these two positions at this time and funding be transferred in the Year-End Financial Status Report once the Department has filled the positions, and the salary amount is known. It is anticipated that the balance of funds will be used for consulting and communication services as outlined by the JLMBC.

After further consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the March 9, 2016 CAO report and detailed in the above recommendation. This matter is now submitted to Council for its consideration.



Respectfully Submitted,

**PERSONNEL AND ANIMAL WELFARE COMMITTEE**

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS-DAWSON:	YES

ARL  
3/16/16

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**