

CITY OF MARION

WELL-BEING SPENDING POLICY

PURPOSE

The City of Marion is dedicated to the health and total well-being of all of its employees. Total well-being encompasses five essential areas: career well-being; social well-being; financial well-being; physical well-being; and community well-being. Research has shown that when organizations invest in improving these areas for their employees, higher levels of employee engagement, reduced absenteeism, increased productivity, and lower healthcare costs, are realized.

Because increasing the total well-being of the employees of the City of Marion contributes to the public good, the City of Marion Well-Being Committee has been established. This committee is comprised of representatives from across the organization, and its purpose is to increase the overall well-being of City of Marion employees. All spending as it relates to well-being initiatives, is overseen by this committee and approved by the City Manager. The purpose of this policy is to establish guidelines for spending on initiatives related to the well-being of City of Marion employees.

POLICY

As an organizational well-being program is considered to contribute to the public good, dollars can be spent in the following areas as they relate to the wellness of the organization and the well-being of its employees and/or individuals covered by the City's health plan:

- Health Assessments
- Disease/Care Management Programs
- Lifestyle Management Services
- Health-Risk Management Services
- Environmental Enhancements
- Incentives through Health Savings Accounts or Reductions in Premiums
- Well-Being Challenges
- Strategic Communications
- Employee Social/Educational Events
- Technology for Tracking/Monitoring/Evaluating
- Food (if associated with a well-being activity or initiative)

The City Council of the City of Marion, Iowa declares that there is a public purpose served by the use of public dollars for these activities. Improved well-being leads to higher levels of employee engagement, reduced absenteeism, increased productivity, and lower healthcare costs.