

Adopted: 05/08/2013

Effective: 05/19/2013

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

ORDINANCE NO. 13-029

RELATING TO THE SNOHOMISH COUNTY EMPLOYEE
WELLNESS PROGRAM AND RE-ENACTING THE PROGRAM

WHEREAS, the spiraling costs of health insurance have continued to be of grave concern in the County; and

WHEREAS, in the 2006 Budget the Executive proposed and Council approved a new Wellness Program to be established representing a medical insurance cost avoidance strategy through a Plan that includes such elements as individual health assessments, targeted personalized plans for reducing risk, lifestyle counseling, monitoring and feedback, flu vaccines, and others; and

WHEREAS, the program was formally established in 2007 by the adoption of Ordinance 07-060, now called "Partners for Health," creating a new Chapter 3.35 SCC that established an Employee Wellness Program; and

WHEREAS, Snohomish County Charter 2.115 requires that ordinances establishing programs requiring funding provide for repeal on the date six years following enactment unless re-enacted prior to that date; and

WHEREAS, SCC 3.35.100 automatically repeals chapter 3.35 SCC unless it is re-enacted prior to August 8, 2013; and

WHEREAS, the County Council held a public hearing on May 8, 2013, to solicit comments from the public and to consider whether to re-enact chapter 3.35 SCC as set forth in this ordinance; and

WHEREAS, the Council finds the Wellness Program to be effective in supporting health and wellness for county employees and desires to continue the Wellness Program by re-enacting chapter 3.35 SCC and removing the sunset provision;

NOW, THEREFORE, BE IT ORDAINED:

Section 1. Snohomish County Code Chapter 3.35, adopted by Ordinance No. 07-060 on August 8, 2007, is re-enacted to read:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40

Chapter 3.35
EMPLOYEE WELLNESS PROGRAM

Sections:

- 3.35.010 Employee wellness program authorized.
- 3.35.020 Eligibility to participate.
- 3.35.030 Program guidelines and administration.

3.35.010 Employee wellness program authorized.

The county executive is authorized to create an optional wellness program for county employees to encourage employees to engage in healthy living practices. The program may include health risk assessment, screening, education and similar elements to promote healthy living practices.

3.35.020 Eligibility to participate.

Every regular full time and regular part time employee of the county is eligible to participate in the employee wellness program authorized by this chapter, except to the extent such participation is inconsistent with the county's obligations under Chapter 41.56 RCW.

3.35.030 Program guidelines and administration.

(1) The employee wellness program authorized by this chapter shall be administered by the director of human resources. On at least an annual basis, the director shall communicate program activities and related incentives to eligible employees.

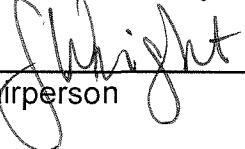
(2) Participation in the employee wellness program shall be voluntary and no wellness program activity may be included within the official duties of any employee of Snohomish County.

(3) The employee wellness program may reward employee participation in program activities by providing monetary, merchandise, or other incentives based on an employee's level of participation. An employee's receipt of wellness program incentives shall remain contingent upon completion of program activities and upon sufficient budget appropriation for the specific purpose of funding program incentives.

(4) Where a collective bargaining agreement is in effect with respect to particular employees, such agreement shall control to the extent that its provisions conflict with elements of the employee wellness program.

PASSED this 8th day of May, 2013.

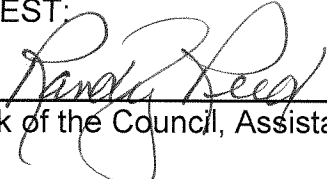
SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Chairperson

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44

ATTEST:

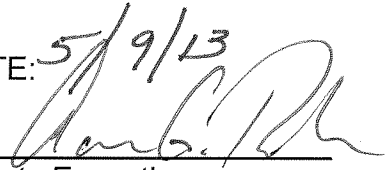


Clerk of the Council, Assistant

APPROVED

EMERGENCY

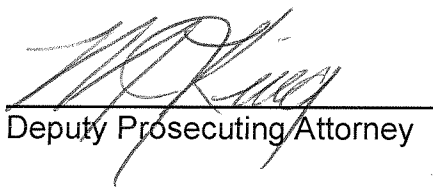
VETOED

DATE: 5/9/13

County Executive

ATTEST:



Approved as to form only:


Deputy Prosecuting Attorney