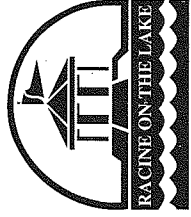


**Office of Human Resources/
Affirmative Action**

Sylvia Coronado-Romero
Human Resources Director



City of Racine, Wisconsin

06-2910

Terry W. Parker
Asst. Human
Resources Director
Julie Anastasio
Human Resources
Coordinator
Jerry Scott
Human Resources/
Affirmative Action Officer

Memo

Date: December 08, 2006

To: Finance and Personnel Committee Members

From: Julie Anastasio, Human Resources Coordinator and Wellness Committee Member

RE: Wellness and the Health Club Subsidy

To encourage City employees and retirees to improve or maintain their fitness level the City implemented a program in 2005 in conjunction with the Racine YMCA. In brief, the City subsidized the membership fees. The employees and retirees paid ½ of the usual fee and the City paid the other ½ minus a slight discount.

For 2005 there were 34 adult individual memberships and 95 family memberships. The City's share of the annual cost was \$270 for individuals and \$318 for families. We also paid for \$50 vouchers for fitness classes for 49 participants. The total cost to the City of Racine in 2005 was \$41,840. The membership numbers as of September 2006 are 33 adult individual memberships and 88 family memberships. We have not been invoiced yet for 2006. The YMCA has been unable or unwilling to provide us with data showing the actual usage of their facility.

We believe that a better way to encourage fitness and improve wellness among our employees and retirees would be to subsidize membership in a fitness or health club of their choosing. They could select a club or program that best meets their needs, schedule and location. The City would reimburse 50% of the annual membership up to a maximum of \$200 per year. Although this is less than we currently pay we anticipate increased participation. We could limit the amount budgeted for this purpose to equal the amount paid to the YMCA, or \$42,000 per year.

The most important determinant of good health is individual behavior at 50%. Other determinants are genetics 20%, the environment 20% and access to healthcare 10%. Behaviors that we should encourage include regular exercise, maintaining a healthy weight, not smoking, moderate alcohol consumption, adequate sleep and managing stress. Approximately 75% of health claim costs are from preventable conditions such as obesity, smoking, stress and a sedentary lifestyle.

In addition to the expectation of lower health care costs over the long term, studies show that a healthy workforce has fewer disability claims, reduced workers compensation costs, lower absenteeism and improved productivity. There is the potential for significant additional savings. The return on investment from encouraging a health lifestyle is especially significant for our population due to its demographic mix which tends to be older, high participation in our health insurance plan, and the low turnover ratio.































For all these reasons the wellness committee recommends that the City revise subsidizing health club membership to include organizations in addition to the YMCA and to set a maximum subsidy of \$200 per employee or retiree per year. Attached is a list of health clubs.

Thank you.

City Hall
730 Washington Avenue, Room 2
Racine, Wisconsin 53403
262-636-9175
Fax 262-636-9585

Name

	Clientele	Free Weights	Resistance Equipment	Stationary Equipment	Weight/circuit training	Aerobics	Personal Trainers	Nutrition Counseling	Swimming Pool	Racquetball	Childcare	Other Classes (Yoga, Pilates)	Membership fees
Aurora Wellness Center McCanna Parkway Burlington 262-898-1860	ALL	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	\$52/MO Individuals \$109/MO Families
Average Joe's Gym 1100 Commerce Dr., 262-886-5950 Pine Street, Burlington 262-898-1860	MEN		☺		☺			☺					\$50 Membership fee \$29/MO
Curves Various locations Racine Burlington, Union Grove 262-898-1860	WOMEN		☺		☺	☺		☺					\$29/MO
Fitness Design by Nina 4900 Spring St. 262-898-1860	ALL	☺	☺	☺	☺		☺	☺					By Appt. \$9/ class \$35/hour personal
Flex Fitness 2400 Rapids Dr 262-898-1860	ALL	☺	☺	☺	☺		☺	☺					\$35/MO
Racine Family YMCA 725 Lake Ave 262-898-1860	ALL	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	\$20/MO Adult \$28/ Family Initiation fee \$0
Racine Athletic Club 1320 Warwick Way 262-898-1860	ALL	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	☺	\$30/MO
Razor Sharp Fitness 7300 Washington Ave 262-898-1860	ALL	☺	☺	☺	☺	☺	☺	☺			☺	☺	\$45/MO indiv \$75/MO Family
The Shape Shoppe 8700 Durand Ave 262-898-1860	WOMEN	☺	☺	☺	☺		☺						\$28/MO
Shapexpress for Women 4915 Washington Ave 262-898-1860	WOMEN	☺	☺	☺	☺		☺	☺			☺		\$39.95/MO

Synchronicity 6800 Washington Ave 262-898-1860	ALL											Session Packages range from \$100 - \$800	
Total Women Fitness 5419 Spring St 262-898-1860	WOMEN											\$29.95/MO	
World Gym 3701 Durand Ave 262-898-1860	ALL												\$55/MO \$396/year
YWCA of Racine 740 College Ave 262-898-1860	ALL											\$48/MO Adult \$55/MO Family \$33/MO Seniors	

Racine Journal-Times

Revised 12-05-06 JA