

**2019-2020 BUDGET QUESTION**  
***Response to Request for Information***

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**DEPARTMENT(S):** Human Resources

**REQUEST NO.:** 9

**REQUESTED BY:** Tovo

**DATE REQUESTED:** 8/5/19

**DATE POSTED:** 8/19/19

**REQUEST:** How much savings would be realized by eliminating the non-medical incentives for the Healthy Rewards program?

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**RESPONSE:**

The Healthy Rewards program was designed to incentivize employees to make healthy lifestyle choice and to lower overall health risks.

Employees can earn up to \$150.00 annually by participating in four of the nine incentives listed below:

- **City Olympics** – Participate in a golf tournament, softball, kickball, horseshoes & washers, 5k, disc golf and a bike ride.
- **Health Coaching** – Personalized health coaching to create a plan to meet health and wellness goals.
- **Wellness Seminars** – Attend seminars at Work-sites covering back pain, financial wellness and other health and wellness related topics.
- **Fitness Challenges** – Log at least 30 miles of movement during a fitness challenge held in January, April and July.
- **Stress Management** – Tackle stress from your desk with a short webinar series.
- **Carry the Load** – Honoring our nation’s military, veterans and first responders. This event includes a 2 mile walk starting at Zilker Park culminating in a rally at Republic Square.
- **Heart Walk** – Annual Wear Red Heart Walk to support the American Heart Association to raise awareness about heart disease.
- **Preventive Screenings** – Annual Physical/Well Woman Exam.
- **Preventive Screenings** – Colonoscopy.

The savings realized by eliminating the non-medical incentives from the Healthy Rewards Program is estimated to be \$357,000.