



CITY OF KIRKLAND
Human Resources Department
123 5th Avenue, Kirkland, WA 98033 425.587.3210
www.kirklandwa.gov

MEMORANDUM

To: Kurt Triplett, City Manager
From: James C. Lopez, Director of Human Resources & Performance Management
Date: September 23, 2015
Subject: Alliant 2015 Award for Innovation in Health and Productivity – Special Presentation

RECOMMENDATION:

City Council to receive the Alliant 2015 Award for Innovation in Health and Productivity.

BACKGROUND DICUSSION:

On August 21, City of Kirkland was recognized for their "Healthy Kirkland Initiative", the City's innovative approach to Health and Productivity by Alliant Employee Benefits.

For nearly a decade, Alliant Employee Benefits has recognized clients that are innovative in their approach to employee health and benefits while driving results. Each year, clients are invited to complete an application for the Health & Productivity Awards. This year, Alliant had 10 applicants for the awards. The awards committee selected the City of Kirkland and Valley Medical Center as the 2015 winners. Winners were recognized at the Annual Summer Celebration at Bell Harbor in Seattle, Washington on August 21, 2015.

The selection committee identified the City of Kirkland as a winner for their innovative and forward thinking approach to health and benefits. For 2015, the City of Kirkland made significant changes to their overall health and benefits strategy. The vision set forth was to change the way employees experience and utilize health care. Named the "Healthy Kirkland Initiative", the city's innovative "full systems" approach to plan design changes includes the implementation of a high deductible health plan with a strong wellness incentive program, an HRA/VEBA contribution that promotes savings and informed health care decision making, and a near site employee health clinic that promotes pro-active primary care utilization and coaching. The high level of commitment from city leadership and the city's human resources department was also a significant part of the selection criteria for the award.