General Statement of Duties

Designs, implements, evaluates and measures the City's Wellness program. Collaborates with Benefits Team on determining needs to modify programs. Coordinates Wellness events and evaluates effectiveness. Develops communications for employees to ensure thorough understandings of benefits offered, consulting with individuals about coverage for medical procedures while adhering to guidelines for legal compliance.

Distinguishing Characteristics

This class is not a part of any known job series.

Guidelines, Difficulty and Decision-Making Level

Guidelines are generally numerous well established, and directly applicable to the work assignment. Work assignment and desired results are explained by general oral or written instructions.

Duties assigned are generally repetitive and restricted in scope but may be of substantial intricacy. Employee primarily applies standardized practices.

Decisions or recommendations on non-standardized situations are limited to relating organizational policies to specific cases. Problems that are not covered by guidelines or are without precedent are taken up with the supervisor.

Level of Supervision Received & Quality Review

Under administrative supervision, the employee has personal accountability for carrying out an assigned function, program, or project within the scope of established guidelines and objectives and is expected to resolve problems that arise in the normal course of the work. Completed work is generally reviewed for soundness of judgment, conclusion, adequacy, and conformance to policy.

Interpersonal Communication & Purpose

Contacts with the public or employees where explanatory or interpretive information is exchanged, gathered, or presented and some degree of discretion and judgment are required within the parameters of the job function.

Level of Supervision Exercised

None

Essential Duties

Collaborates with city agencies to create wellness strategies that fit each agency's culture, availability and level of readiness and aligns with the different agencies goals and needs.

Coordinates with benefits team to create a wellness program that addresses most pressing health concerns.

Analyzes metric and data to determine employee needs to create an overall workplace wellness strategy. Negotiates contracts and agreements with external vendors.

Schedules and promotes wellness programs and screenings at various city locations in collaboration with internal and external partners.
Implements program, tracks participation, conducts outreach and determines award eligibility.

Plans, organizes, and delivers onsite ancillary programs and initiatives to employees not related to the incentive.

Uses data to determine return on and value of investment.

Manages day to day operations to continue the momentum of wellness by working with other agencies/departments to deliver wellness program.

Performs other related duties as assigned.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

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<tr>
<th>Competencies</th>
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<tr>
<td>Customer Service – interacts with customers in a friendly and professional manner, works to resolve issues quickly and effectively, and is knowledgeable about products and services.</td>
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<td>Influencing/Negotiating – Persuades others to accept recommendations, cooperate, or change their behavior, works with others towards an agreement, and negotiates to find mutually acceptable solutions.</td>
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<td>Interpersonal Skills – Shows understanding, courtesy, tact, empathy, and concern, develops and maintains relationships, may deal with people who are difficult, hostile, and/or distressed, relates well to people from varied backgrounds and situations, and is sensitive to individual differences.</td>
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<td>Planning and Evaluating – Establishes objectives and strategies for a functional area, identifies required resources, and develops plans for carrying out the work in a timely manner. Monitors and evaluates progress to ensure that policies are being implemented and adjusted as necessary to accomplish the organization's mission.</td>
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<td>Reasoning – Identifies rules, principles, or relationships that explain facts, data, or other information, analyzes information, and makes correct inferences or draws accurate conclusions.</td>
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<tr>
<th>Knowledge &amp; Skills</th>
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<td>Knowledge of benefits administration and federal, state and local employment regulations.</td>
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<td>Knowledge of organizational wellness practices and strategies.</td>
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<tr>
<th>Education Requirement</th>
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<tr>
<td>Bachelor's Degree in Business Administration, Human Resources, or a related field.</td>
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<th>Experience Requirement</th>
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<td>Two (2) years of experience in a benefits, wellness, or human resources environment.</td>
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<th>Education &amp; Experience Equivalency</th>
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<td>One (1) year of the appropriate type and level of experience may be substituted for each required year of post-high school education.</td>
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<td>Additional appropriate education may be substituted for the minimum experience requirements.</td>
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Licensure & Certification

None

Working Environment

Subject to pressure for multiple calls, inquiries, and interruptions.

Level of Physical Demand

1-Sedentary (0-10 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Hearing: perceiving the nature of sound by ear.

Lifting: raising or lowering objects weighing no more than 10 pounds, from one level to another.

Mental Demands: mathematical reasoning, memorization, oral comprehension, spatial orientation, and written comprehension.

Sitting: remaining in the normal seated position.

Stooping: bending the body by bending the spine at the waist.

Talking: expressing or exchanging ideas by means of spoken words.

Vision Near acuity: ability to see clearly at 20 inches or less.

Background Check Requirement

Criminal Check
Education Check
Employment Verification

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: A-807
FLSA Code: Y
Management Level: 10
Established Date: 9/21/2018
Established By: Lori Schumann
Revised Date: 03/03/2019
Revised By: Greg Thress
Class History: Job Title revision.