

Employee Incentive Award Program

It is the intent of the Montana Association of Counties to support legislation to allow local governments to provide incentives to employees for workplace wellness and safety program success.

WHEREAS, the Local Government Employee Incentive Award Program enacted in 1991 authorizes rewards to local government employees for suggestions or inventions that contribute to the efficiency, economy, or other improvement of local government by reducing costs of governmental operations; and

WHEREAS, the Program does not authorize local governments to reward employees for workplace safety success or wellness program success; and

WHEREAS, overweight and obese individuals and their associated health problems have a significant economic impact on the U.S. health care system; and

WHEREAS, indirect costs related to overweight and obese individuals include the value of income lost from decreased productivity, restricted activity, and absenteeism; and

WHEREAS, a 2007 Duke University Medical Center analysis found that overweight and obese workers filed twice the number of workers' comp claims, had seven times higher medical costs from those claims, and had lost 13 times more days of work from work injury or work illness than nonobese workers; and,

WHEREAS, workers' comp medical claims costs are estimated to be 6.8 times higher for the most obese workers;

WHEREAS, authorizing local governments to award incentives for workplace safety and wellness programs will promote healthy workplaces and minimize the severity and frequency of workers compensation claims:

NOW, THEREFORE, BE IT RESOLVED, that the Montana Association of Counties will support legislation to authorize local governments to provide incentive awards to employees for workplace safety and wellness program successes.

SPONSOR: MACo Health & Human Services Committee
MACo JPA Workers Compensation Trust

RECOMMENDATION: Do Pass

PRIORITY: High

REFERRED TO: Health & Human Services Committee

ADOPTED: Annual Conference, Hamilton, MT September 24, 2008