



HO-CHUNK NATION LEGISLATURE

Governing Body of the Ho-Chunk Nation

HO-CHUNK NATION LEGISLATURE WELLNESS INITIATIVE RESOLUTION RESOLUTION 5-20-08 B

- WHEREAS,** on November 1, 1994, the Secretary of the Interior approved a new Constitution for the Ho-Chunk Nation, formerly known as the Wisconsin Winnebago Tribe; and
- WHEREAS,** the Ho-Chunk Nation ("Nation") is a federally recognized Indian Tribe, organized pursuant to the Indian Reorganization Act of 1934; and
- WHEREAS,** Article V, Section 2(a) of the Constitution of the Ho-Chunk Nation ("Constitution") grants the Legislature the power to make laws, including codes, ordinances, resolutions, and statutes; and
- WHEREAS,** Article V, Section 2(d) of the Constitution grants the Legislature the power to authorize expenditures by law and appropriate funds to the various Departments in an annual budget; and
- WHEREAS,** Article V, Section 2(f) of the Constitution grants the Legislature the power to set the salaries, terms and conditions of employment for all government personnel; and
- WHEREAS,** Article V, Section 2(i) of the Constitution grants the Legislature the power to negotiate and enter into treaties, compacts, contracts, and agreements with other governments, organizations, or individuals; and
- WHEREAS,** the Ho-Chunk Nation offers health insurance to employees and their families, and seeks to offer competitive health benefits; and
- WHEREAS,** the Ho-Chunk Nation seeks to improve the health of employees and their families; and
- WHEREAS,** the Legislature has contracted Virchow Krause Employee Benefits, LLC as the Consultant for the Nation's Employee Benefits Insurance; and
- WHEREAS,** Ben Butler, Senior Manager of Employee Benefits Consulting at Virchow Krause Employee Benefits, recommended to the Finance Committee that the Legislature adopt a Ho-Chunk Wellness Program; and
- WHEREAS,** the Ho-Chunk Nation Wellness Program will:
- (1) provide employees the option of taking an annual health risk assessment;
 - (2) provide participants an Interactive Health Solutions health score and goal for the following year;
 - (3) provide participants with tools to improve their health;
 - (4) provide a reasonable alternative standard to participants for whom:
 - (a) it is unreasonable to meet the standard for the reward;
 - (b) it is medically inadvisable to attempt to satisfy the otherwise applicable standard for the reward;
- WHEREAS,** In 2005, the International Foundation of Employee Benefit Plans conducted a survey of how many employers offer a Wellness Program; and

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W9814 Airport Road P.O. Box 667 Black River Falls, WI 54615
(715) 284-9343 Fax (715) 284-3172 (800) 294-9343

WHEREAS, the 2005 survey found that forty percent of employers offered a formal Wellness Program and forty-seven percent of remaining employers planned to start one by 2007; and

WHEREAS, in 2005, the Nation had a voluntary Wellness Program for its employees; and

WHEREAS, through this voluntary Wellness Program, Virchow Krause estimates that the Nation saved \$1,424,500 in annual health plan cost.

NOW THEREFORE, BE IT RESOLVED that the Legislature, pursuant to its Constitutional authority, approves the implementation of the voluntary Ho-Chunk Nation Wellness Program for all employees and spouses covered by the Ho-Chunk Nation health plans; and

BE IT FURTHER RESOLVED, that testing will be completed annually by Interactive Health Solutions, a vendor previously selected and utilized by the Ho-Chunk Nation; and

BE IT FURTHER RESOLVED that all HIPAA privacy requirements will be followed in order to protect the privacy of each individual's personal health information, and

BE IT FURTHER RESOLVED that testing for the voluntary Ho-Chunk Nation Wellness Program will be conducted initially by September 1, 2008 and thereafter annually by July 1; and

BE IT FURTHER RESOLVED that employees who elect to participate in and complete the health risk assessment receive a cash incentive of \$50.00; and

BE IT FURTHER RESOLVED that employees who meet their annual health goal will receive a cash incentive of \$50.00 in July of subsequent years; and

BE IT FURTHER RESOLVED that newly hired employees who elect to participate in the program will be eligible for initial and subsequent testing during the regularly scheduled testing period.

CERTIFICATION

I, the undersigned, as Tribal Secretary for the Ho-Chunk Nation, hereby certify that the Legislature of the Ho-Chunk Nation, composed of **11 members**, of whom **10** constituting a quorum were present at a meeting duly called and convened and held on the **20th day of May, 2008**, that the foregoing resolution was adopted at said meeting by an affirmative vote of **7 members, 3 opposed, and 0 abstaining**, pursuant to the authority of Article V, Section 2(a) and (x) of the Constitution of the Ho-Chunk Nation approved by the Secretary of the Interior on November 1, 1994, and that said resolution has not been rescinded or amended in any way. I further certify that this is a verified copy of said resolution.



Elliott Garvin, Tribal Secretary

5-20-08
Date