

Wellness Program Budget Guide

Choose the program model that will work best for you.

1. Quality of WorkLife (QWL) (Wellness for Fun and Pleasure)

No full time dedicated staff person
 Investment: \$0 to \$45 per employee per year
 Cost Benefit Ratio: Very limited economic return (None to 1:1.5)

2. Traditional or Conventional (TOC) (The Safe Approach)

Full time dedicated staff for every 600-1,000 employees
 Investment: \$46 to \$150 per employee per year (not including staffing costs)
 Cost Benefit Ratio: Modest Economic Return (1:1.5 to 1:3.5)

3. Health and Productivity Management (HPM) (Serious Wellness)

Full time dedicated staff person/vendor staff for every 300-700 employees
 Investment: \$151 to \$450 per employee per year (not including staffing cost)
 Cost Benefit Ratio: Sizable Economic Return (1:3.6 to 1:7.0)

Budget for the following items (at a minimum):

<i>Item</i>	<i>Description</i>
<i>Membership</i>	Welcoa
<i>Books & Reference</i>	General Worksite Wellness Resources
<i>Employee Wellness Education</i>	Videos, Speakers, Health Information Brochures
<i>Outside Contract Services</i>	Wellness Consultation, Online Wellness Programming, Health Risk Assessment, High Risk Coaching, Health Fair, Health Screenings
<i>Special Functions</i>	Food, Decorations for Kick Off Event, Celebrations
<i>Printing/Postage</i>	Wellness Program Announcement, Incentive Program Handouts, Activity Flyers/Posters, Presentation Handouts, Mailing to Employee Homes
<i>Wellness Program Incentive</i>	Pedometers, Logo Wear, Misc. Incentives, Certificates, Employee Participation Payout, Employee Fitness Center Reimbursement, Employee Benefit Premium Reimbursement