

RESOLUTION 2011-007

A RESOLUTION ADOPTING A TOBACCO CESSATION PROGRAM FOR CITY OF PAOLA EMPLOYEES

WHEREAS, The Governing Body of the City of Paola understands that the use of tobacco products may cause serious health problems, and

WHEREAS, the use of tobacco products can be addictive and be a difficult habit to break, and

WHEREAS, the City's group health insurance premiums can be negatively affected by employees that use tobacco products, and

WHEREAS, the Governing Body desires the City of Paola to provide an assistance program for employees who desire to quit the use of tobacco products.

NOW THEREFORE, the Governing Body of the City of Paola hereby adopts the following Tobacco Cessation Program:

**CITY OF PAOLA
TOBACCO CESSATION PROGRAM**

1. Complete the correct choice on Tobacco Cessation Program offering form provided to you by the Human Resources Department.
2. Visit your physician to acquire a prescription for Chantix. (Chantix has the best documented results for tobacco cessation at this time). The City has procured a discounted price for Chantix for employees enrolled in the City Tobacco Cessation Program. If your physician wishes to prescribe a different cessation drug or you are unable to tolerate Chantix please contact the Human Resources Department for other arrangements.
3. Any and all physician expense will be paid 100% by the employee.
4. Prescriptions will be filled at Rocker's Pharmacy located at 2 East Peoria, Paola, KS. The pharmacy will have a list of Tobacco Cessation Program enrollees.
5. The City will provide 75% of the cost for up to three (3) months of your prescription for Chantix for the enrolled employee. The remaining 25% will be paid by the employee directly to the pharmacy. If another tobacco cessation drug was prescribed by physician and approved by Human Resources, 75% of the cost for up to three (3) months of said drug will be provided, as long as the cost does not exceed the monthly cost of Chantix. The remaining 25% will be paid by the employee directly to the pharmacy. The City of Paola's 75% of said prescriptions will be billed directly from the pharmacy to the City of Paola.
6. At the end of the maximum three (3) month program if an employee is still in need of Chantix or other approved cessation drug, the employee may request from Human Resources a one (1) month continuance of drug cessation assistance. If granted, the fourth (4th) month of prescription will be a 50/50 cost split. The employee will pay the pharmacy their normal 25% and will reimburse the City the remaining 25% of this cost split through either an after tax payroll deduction or a direct payment.

7. Any longer usage of any tobacco cessation drug than the above referenced periods will be at 100% cost to the employee. The employee may choose to use a different pharmacy at this time.
8. *Failure to complete the three (3) month program and the requested fourth (4th) month extension, if applicable, will result in the employee paying reimbursement to the City for **total dollar** cost incurred by the City for the employee for tobacco cessation prescription(s). Reimbursement will be paid in lump sum or after tax payroll deduction.

*Failure is defined as discontinuance of physician prescribed drug or continued use of tobacco.

NOW, THEREFORE, LET IT BE RESOLVED that the Governing Body of the City of Paola, Kansas, does hereby adopt the aforementioned Tobacco Cessation Policy as an Official Policy of the City.

PASSED, APPROVED AND ADOPTED this 14th day of June, 2011.

Artie Stuteville, Mayor

[Seal]

ATTEST:

Daniel G. Droste, City Clerk