

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA # *A-3(b)

Urgent

Routine

AGENDA DATE February 17, 2009

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Proclaim the Week of February 23 Through February 27, 2009 as Stanislaus County Employee Wellness Week and Adoption of a Stanislaus County Employee Wellness Policy

STAFF RECOMMENDATIONS:

1. Approval to proclaim the week of February 23 through February 27, 2009 as Stanislaus County Employee Wellness Week.
2. Authorize the Chief Executive Office to implement the adoption of the Stanislaus County Employee Wellness Policy.

FISCAL IMPACT:

There is no immediate financial impact based on the implementation of this new policy.

BOARD ACTION AS FOLLOWS:

No. 2009-114

On motion of Supervisor Grover, Seconded by Supervisor Monteith
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Grover, Monteith, and Chairman DeMartini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST:


CHRISTINE FERRARO TALLMAN, Clerk

File No.

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DISCUSSION:

The Stanislaus County Chief Executive Office is asking the Board of Supervisors to approve the week of February 23 through February 27, 2009 as Employee Wellness Week for all Stanislaus County departments. This week is designed to educate County employees on the simple things individuals can do to promote healthy lifestyle choices. This week will coincide with American Heart Month as Proclaimed by the President since 1963. This will be the fourth year that the County has celebrated Employee Wellness Week. Many departments will be holding events and activities to celebrate this week. The Health Services Agency has kicked off their Healthy H.S.A. program with an intranet site and many departmental activities; the Community Services Agency will be offering health and safety activities and demonstrations; and the offices at 10th Street Place plan to offer various health related activities throughout the week.

The Chief Executive Office has formed a focus group of cross functional department representatives to evaluate other employee health initiatives and programs to support employee wellness on a continuous basis. This focus group is comprised of members from Area Agency on Aging and Veteran's Services, the Health Services Agency, Stanislaus County Superior Court, Workplace Wellness, the Sheriff's Department and two Chief Executive Office Divisions- Human Resources and Risk Management. The primary objective of the focus group has been to understand current options available for County employees, not to duplicate efforts, and find mechanisms to educate employees on what is currently offered related to employee wellness.

The focus group has developed initial recommendations, including the implementation of a Stanislaus County Employee Wellness Policy to be approved by the Board of Supervisors. Additionally, the focus group is recommending each Department Head designate a Wellness Coordinator to assist departments in implementing the wellness program. Informational materials will be provided to the departmental Wellness Coordinators to be used as each department feels is appropriate. The proposed outline for departmental Wellness Coordinators is attached to this item.

Currently the County offers a variety of classes by several providers to support employee wellness activities. The County's employee assistance program (Workplace Wellness) offers an integrated approach by offering counseling and courses related to mental well-being and also partners with other agencies, such as Valley First Credit Union to offer classes of human interest such as preparing for retirement and investments. Additionally, the Health Services Agency offers smoking cessation classes within the County and to the community. The health care providers used by County employees also offer a variety of classes and web-based health information at little or no cost to the health plan member and their families. In 2008, the County revised the New Employee Orientation program to incorporate a segment related to employee wellness and healthy lifestyle choices both at work and outside of the

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workplace. The focus group also worked with the County's Strategic Business Technology Department to re-design the County's Intranet site previously dedicated to Employee Wellness Week only and launched a new website in 2008. This website can be accessed through the Stanislaus County website and offers links to Health Food Facts, Weight Loss Programs, Walking Tips, and links to other websites such as the American Diabetes Association.

POLICY ISSUE:

Increasing employee awareness of the benefits of healthy living addresses the Board's priority of a healthy community.

STAFFING IMPACT:

There is no direct impact to existing staffing based on the implementation of this policy. The policy is intended to increase opportunities for employees to identify health issues and the resources to make healthy lifestyle choices.



**STANISLAUS COUNTY
BOARD OF SUPERVISOR'S RESOLUTION
RESOLUTION #
EMPLOYEE WELLNESS POLICY**

EMPLOYEE WELLNESS POLICY

Stanislaus County supports and is committed to the overall health and well being of its employees. A healthy workforce results in a more productive workforce with less absenteeism, fewer accidents, lower health care demands, and greater overall savings by reducing the incidence of disease and disability. County employees are encouraged to participate in education classes and disease screening that help identify and reduce health risks before serious health problems occur or allow better management of existing conditions.

PURPOSE

Through the County Employee Wellness Program and partnerships with community organizations and County health care providers employees are able to access classes, screenings, and follow up assistance to identify and manage health issues and preventable illness.

GUIDELINES FOR EMPLOYEE WELLNESS

The County encourages healthy lifestyles by:

- A. Promoting wellness programs through the County's website and the annual Employee Wellness Week.
- B. Encouraging the inclusion of healthy food options at meetings, potlucks, and special events.
- C. Supporting the availability of healthy food options in vending machines and cafeterias operating at the workplace.
- D. Encouraging employees to utilize breaks for walking, stretching or other physical activity.
- E. Incorporating exercise/stretch breaks into meetings when practical.
- F. Promoting the use of stairs and walking paths.
- G. Providing educational resources/classes that promote exercise, good nutrition and healthy lifestyles within and outside the workplace.

County Employee Wellness Initiative

Mission: To Establish and maintain a workplace that encourages, promotes, and facilitates healthy lifestyle choices

Structure

Stanislaus County Board of Supervisors adopts the attached draft Employee Wellness Policy.

Chief Executive Office Human Resources Division will coordinate the overall County program:

- Provide Oversight to the implementation of Initiative
- Design and draft policies and program activities
- Report back to BOS on progress
- Provide support to Department Wellness Coordinators
- Develop monthly presentations

Each Department will assign a Wellness Coordinator:

- Appointed by department heads to carry out the duties as departmental wellness coordinators (similar to the Equal Rights Officers or Safety Coordinators)
- Meet as a group on a regular basis (quarterly)
- Promote and coordinate the County Wellness Initiative within their respective departments
- Disseminate information, coordinate departmental activities
- Provide monthly presentation/education on wellness topics at the Department level

Initiatives Offered to Departments at Department Head discretion:

- After hours exercise programs on site (Waiver for employees to use facilities for physical activity during non-working hours)
- Work time for employee to attend health education classes
- Physical Activity Breaks (stretch breaks during meetings as an example)
- Healthy Menus/Vending Machines
- Walking Programs/Take the Stairs