

EMPLOYEE WELLNESS POLICY

The Jackson County Board of Commissioners supports and is committed to the overall health and well being of its employees. A healthy workplace results in a more productive workforce with less absenteeism, fewer accidents, lower health care demands, and a 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 Safety and Wellness Committee, emails, and the annual Employee Health Fair.
- B. Encouraging the inclusion of healthy food options at meetings, potluck and special events.
- C. Supporting the availability of healthy food options in vending machines at the workplace.
- D. Encouraging employee to utilize breaks for walking, stretching or other physical activity.
- E. Incorporating stretch breaks into meetings when practical.
- F. Promote the use of stairs.
- G. Providing educational resources / classes that promote exercise, good nutrition and healthy lifestyles within and outside the workplace.
- H. Employees will complete a brief confidential personal health analysis and receive advice from a confidential wellness report.
- I. Employees will receive a self-care book so they can learn to manage common health problems.

Adopted by the Jackson County Board of Commissioners this 18th day of October, 2010.

By: *Hunter Bicknell*
Hunter Bicknell, Chairman
Jackson County Board of Commissioners

Date: 10/18/10

Attest:
By: *Ericka Johnson*
Ericka Johnson, Deputy County Clerk