



# Health & Well-Being Resolution

# County's existing practice

- Wake County has an informal practice to support employees with their health and well-being
- County departments provide various levels of support to employees when and if they can
- Knowledge of County's support for health and well-being varies amongst employees

# Impact of Health & Well-Being

## WELLNESS WORKS

On average, wellness programs result in:

30%

REDUCTION IN  
WORKERS' COMP /  
DISABILITY CLAIMS

28%

REDUCTION IN  
SICK LEAVE

26%

REDUCTION IN  
MEDICAL COSTS

8%

INCREASE IN  
PRODUCTIVITY

FOR EVERY \$1 SPENT, WELLNESS PROGRAMS SAVE \$5.93



**of employers**  
report improvement in  
company-wide  
medical costs



**of employers**  
report improvement in  
company-wide absenteeism



**of employers**  
report improvement in  
productivity

# BOC Strategic Goal & Objective

**Goal of Great Government:** Promoting a vision of a county government that partners with all levels of government to empower, protect and serve its citizens through a culture of respect, collaboration and innovation.

- **Objective:** Create a culture of health within the county government that supports enhancing the health and wellbeing of employees and their families.

# Purpose of Resolution

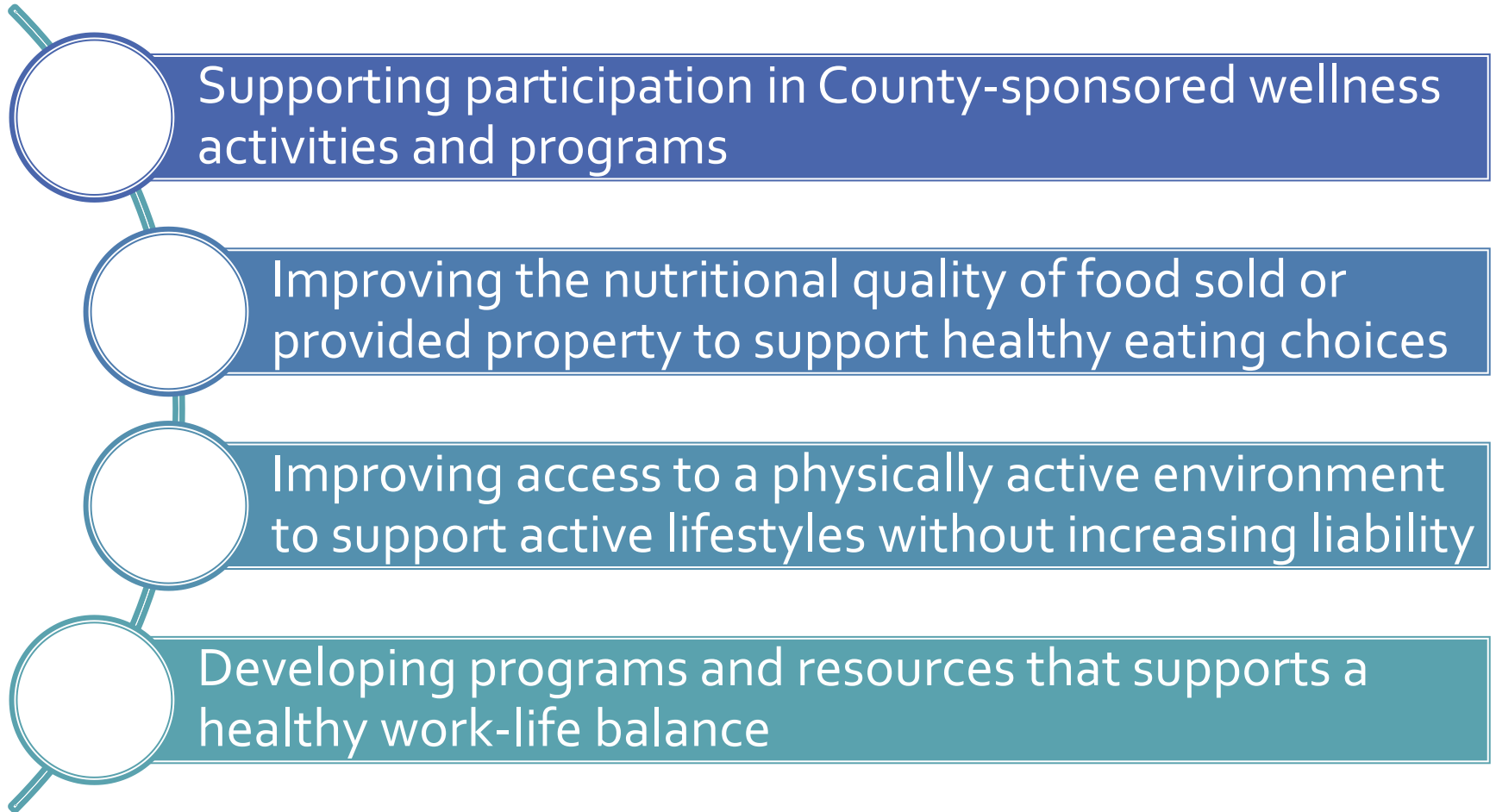
To formalize the intent and endorse Wake County Government to seek to be a leader in creating a culture of health for employees and throughout our communities and strives to be aligned with national leaders such as the American Heart Association, to implement best practices in support of health and well-being.



# Administrative Responsibilities

- County Manager to institute human resources policies and procedures for the health and well-being of employees and organization
- Benefits staff to develops programs and initiatives that are comprehensive, accessible, within the allocated budget and align with needs and trends
- Encourage employee participation in health and well-being programs and opportunities across the organization

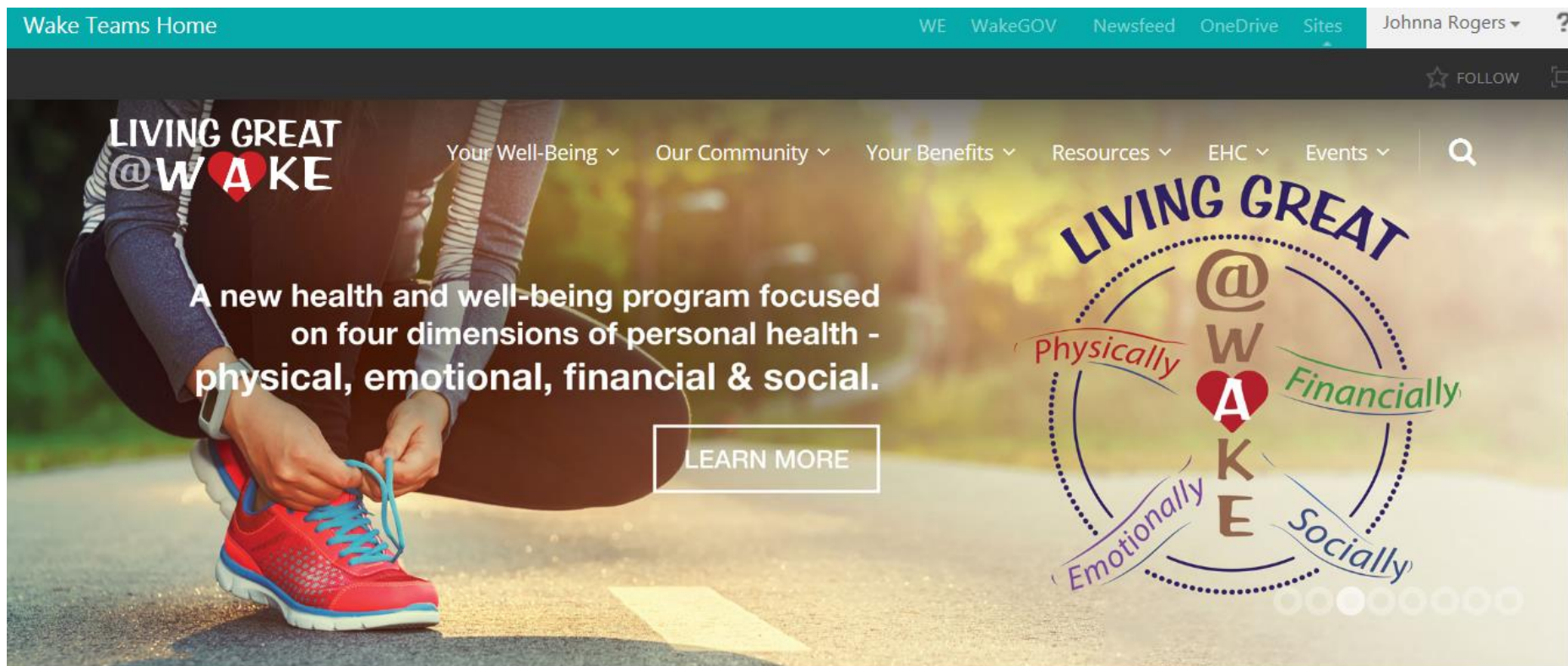
# Primary Initiatives of the Resolution:





# Example Initiative

- New Health & Well-being Website launched July 1, 2016





# Catalog of Health & Well-being Policies (Attachment 3)

## 200 Living Great @ Wake

2001	Culture of Health and Well-Being	Create	FY 2017
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## 2100 Benefits

2101	Eligibility	Create	FY 2017
2102	Medical Insurance	Create	FY 2017
2103	Dental Insurance	Create	FY 2017
2104	Flexible Spending Accounts	Create	FY 2017
2105	Supplemental Insurance Benefits	Create	FY 2017
2106	Retirement Benefits	Create	FY 2017
2107	Retiree Health Insurance	Update	FY 2017
2108	Worker's Compensation	Update	FY 2017

## 2200 Leave

2201	Annual Leave	Update	FY 2017
2202	Sick Leave (including transfers)	Update	FY 2017
2203	Holiday Leave	Update	FY 2017
2204	Compensatory Leave	Create	FY 2018
2205	Family Medical Leave Act Leave	Update	FY 2017
2206	Paid Parental Leave	Update	FY 2017
2207	Bereavement Leave	Update	FY 2017
2208	Shared Leave	Update	FY 2017
2209	Leave of Absence (LWOP, Extended)	Update	FY 2017
2210	Administrative Leave	Update	FY 2017
2211	Civil Leave	Update	FY 2017
2212	Military Leave	Update	FY 2017
2213	Community Involvement Leave	Update	FY 2017

## 2300 Smoking and Alcohol

2301	Tobacco Free Policy	Create	FY 2017
2302	Alcohol and Drug Policy	Update	FY 2017

## 2400 Nutrition

2401	Health Food and Beverage	Create	FY 2017
2402	Healthy Vending	Create	FY 2017
2403	Nutritional Messaging	Create	FY 2018
2404	Subsidizing Healthy Options	Create	FY 2018
2405	Refrigerator Access	Create	FY 2018

## 2500 Physical Fitness

2501	Race to your Finish Line	Update	FY 2017
2502	Wellness with Meetings	Create	FY 2018
2503	Time for Integrated Wellness	Create	FY 2018

## 2600 Emotional & Social Wellness

2601	Flex Scheduling	Update	FY 2017
2602	EAP Utilization	Create	FY 2017
2603	Stress Reduction Rooms	Create	FY 2018

## 2700 Financial Wellness

2701	Tuition reimbursement	Update	FY 2017
2702	NC 529 College Plan	Update	FY 2017

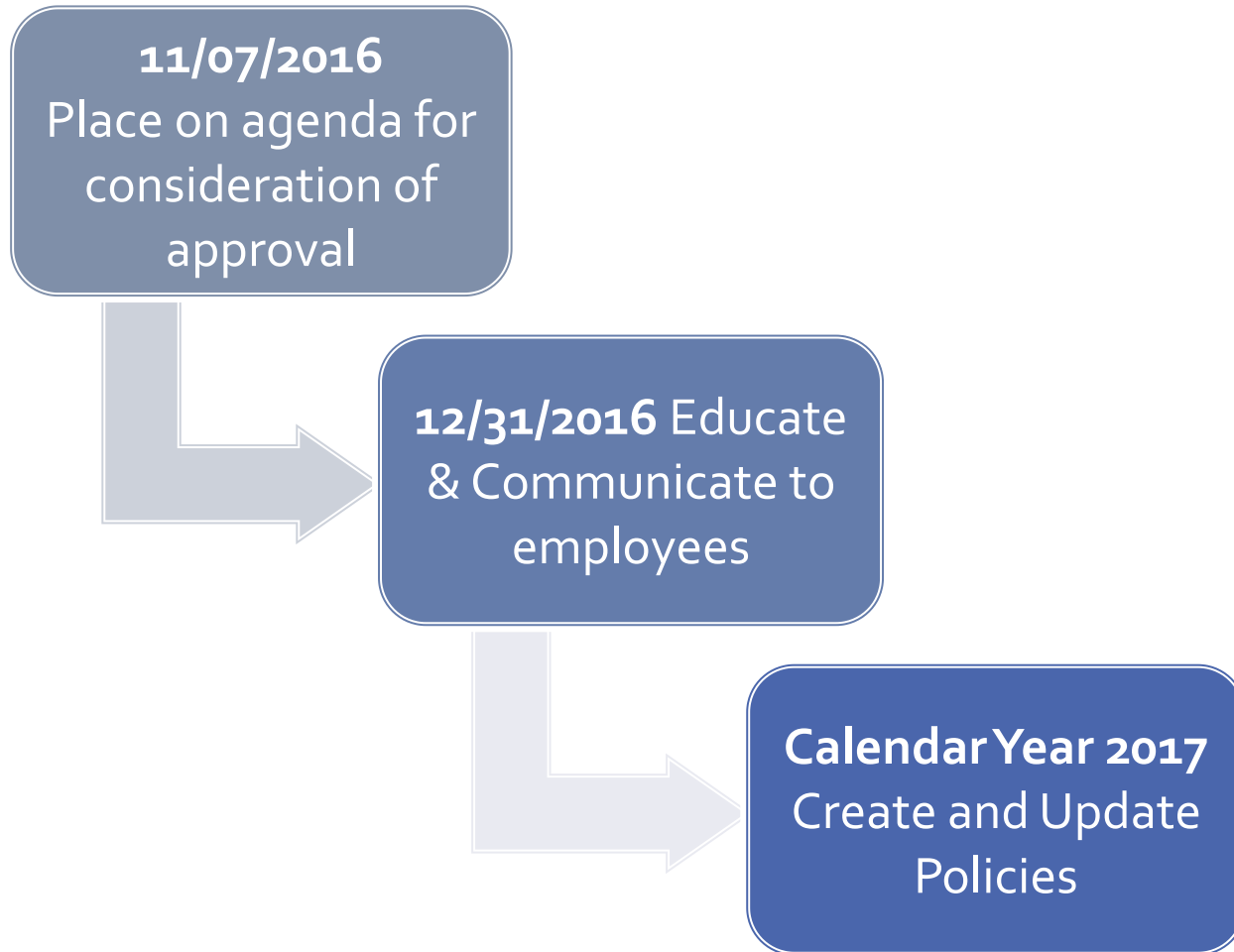
## 2800 Maternity Wellness

2801	Lactation Rooms	Update	FY 2017
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## 2900 Other Employee Programs

2901	Wellness Committee	Create	FY 2018
2902	CPR/AED Certified Staff	Create	FY 2018
2903	Return to Work	Create	FY 2018

# Next Steps



# Questions?