

HEALTH AND WELL-BEING RESOLUTION

WHEREAS, Wake County seeks 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; and

WHEREAS, the County has implemented the Living Great @ Wake Program, the mission of which is to improve the health and well-being of Wake County's more than 4000 employees and their families through education, work place tools and solutions that support overall health and well-being, thereby resulting in improved productivity, morale and health care cost; and

WHEREAS, the County's health insurance program represents the single largest employee benefit with respect to cost and covers more than 6000 lives; and one of the most effective long-term strategies in controlling health care costs is to implement initiatives to affect the health and well-being of employees and their families; and

WHEREAS, improving the nutritional quality of food sold or provided by the county and on public property will support people in making healthy eating choices; and

WHEREAS, improving access to a physically active environment, without competing with the private sector, on public property will support employees in leading active lifestyles without increasing liability; and

WHEREAS, the Living Great @ Wake Program, through a holistic approach, strives to develop programs and resources that supports a healthy work-life balance where employees are encouraged to create lives that are physically fit and healthy, emotionally strong, financially secure and socially fulfilling; and

WHEREAS, the County Manager shall identify measures to track, monitor and manage the various components of health and well-being programs and use such measures to evaluate the efficiency and effectiveness of program options to be responsible to the taxpayer; **NOW THEREFORE**

BE IT RESOLVED by the Board of Commissioners of Wake County, North Carolina that the health and well-being of Wake County Government employees be supported through the following efforts:

- A. The County Manager is hereby authorized to implement healthy living initiatives, policies and innovative programs to support creating a culture of health for employees and their families. A culture of health is defined as: a culture in which employees work in environments that support healthy behaviors and overall well-being; where healthy choice is the promoted choice; where all employees feel inspired and empowered about their health and are encouraged to make healthy choices.
- B. Policies and programs are to be implemented to ensure consistency with nationally recognized, evidence based guidelines and to reflect advancements in science, dietary data, and new product availability.
- C. The health and well-being initiatives will include, but not be limited to:
 1. Providing information, articles, resources and opportunities regularly to ensure employees have access to tools and best practices to support overall health and well-being.

2. Supporting employees' participation in County-sponsored wellness activities and programs when feasible with appropriate departmental supervisory approval.
 3. Encouraging employees to make the workday more active by integrating stretch and standing breaks into meetings or the workday and supporting walking meetings, as appropriate and feasible.
 4. Providing access to healthy food and beverages by ensuring all food and beverages purchased by, or sold, served or otherwise provided by, Wake County agencies, including (but not limited to) through meetings and events; and through vending machines and other food services, on property owned or leased by the County, shall meet nutrition, calorie labeling and procurement standards consistent with the American Heart Association "Healthy Workplace Food and Beverage Toolkit" or other nationally recognized standards.
- D. The County Manager shall institute human resources policies and procedures to implement the requirements of this resolution.

Adopted this the ____th day of _____ of 2016.