

FERRY COUNTY
RESOLUTION NO. 2017-21
EMPLOYEE WELLNESS AND MORALE BUILDING PROGRAM

WHEREAS, Ferry County recognizes the importance of promoting health, well-being, healthy eating, exercise and employee morale among its employees;

WHEREAS, it is Ferry County's Policy to encourage health, well-being and exercise through a Wellness Program designed to help ensure a healthy work environment for all Ferry County employees;

WHEREAS, Ferry County desires to implement an Employee Wellness and Moral Building Program that strives to provide opportunities that will encourage the development of lifestyles which maintain and enhance the state of overall well-being, for a longer, healthier, and more productive life for the employees of Ferry County and their families;

WHEREAS, Ferry County acknowledges the importance of a successful Employee Wellness and Morale Building Program in promoting fitness and health and acknowledges that the following are benefits that can be directly realized from a Wellness Program:

1. Reduction in Sick Leave
2. Reduction in Absenteeism
3. Reduction in Injury
4. Reduction in Health Care Costs
5. Improvement in Work Place Morale
6. Improvement in Productivity.

WHEREAS, it is the desire of Ferry County to adopt an Official Employee Wellness and Morale Building Program for its employees and to offer incentives for participating in Wellness and Morale building activities;

NOW, THEREFORE BE IT RESOLVED that the Ferry County Board of Commissioners shall implement the attached policy for an Employee Wellness and Morale Building Program as follows:

Ferry County's Employee Wellness and Morale Building Program

Ferry County recognizes the importance of promoting health, well-being, healthy eating, and exercise among its employees. It is the County's Policy to encourage health, well-being and exercise through a Wellness Program designed to help ensure a healthy work environment for all Ferry County employees.

Wellness Program Mission Statement: The County strives to provide opportunities that will encourage the development of lifestyles that maintain and enhance the state of overall well-being, for a longer, healthier, and more productive life for the employees of Ferry County and their families.

Ferry County acknowledges the importance of a successful Wellness Program in promoting fitness and health. The following are benefits that can be directly realized from a Wellness Program:

1. Reduction in Sick Leave
2. Reduction in Absenteeism
3. Reduction in Injury
4. Reduction in Health Care Costs
5. Improvement in Work Place Morale
6. Improvement in Productivity

Ferry County's Wellness Program Administration: The Board of County Commissioners generously supports the Wellness Program and desire to achieve and maintain a working environment that promotes health and wellbeing. The Wellness Program is budgeted through the Current Expense Fund and is administered through the Human Resources Department. The Wellness Program Coordinator is the Human Resources Director.

Wellness Committee: The Wellness Committee is comprised of the Human Resources Director and two (2) additional members chosen by the Human Resources Director.

Ferry County's Wellness Program Applies To: Ferry County Employees as well as seasonal employees, and temporary employees.

Participation in the Wellness Program: Participation in the Wellness Program is encouraged; it allows for an employee to participate in the County's Wellness Programs both on and off work hours. However, participation is on a voluntary basis. Participation during work hours must be approved by the Appointing Authority.

Wellness Program Committee Initiatives:


- A. Strive to build team support to achieve health and to promote health education and awareness through information and activities;
- B. Encourage lifestyle changes that can reduce health risks.
- C. Promote healthy eating. Encourage healthy food choices and beverage choices for employees by providing information on good nutrition for better health. When food is provided at Wellness meetings and events bring healthy food choices and beverage choices.
- D. Choose appropriate incentives for the chosen activities to show appreciation to employees and to promote wellness.

Allowable expenditures associated with employee appreciation, employee morale building and wellness events/activities shall be determined by the Board of County Commissioners. The Board will set an amount each year to be used for these purposes.


APPROVED THIS 19TH DAY OF JUNE 2017.



ATTEST:


Amanda Rowton
Clerk of the Board


NATHAN DAVIS, CHAIRMAN


MIKE BLANKENSHIP, VICE-CHAIR


JOHNNA EXNER, MEMBER