

# LAKE COUNTY

## BOARD OF COUNTY COMMISSIONERS

# POLICY

Title: Wellness Policy

Number: LCC-70

Cancels:

Approved: 4/04/06

### **I. OBJECTIVE**

The Board of County Commissioners is committed to providing County employees with opportunities to enhance their overall health and wellness. While the County recognizes that a healthy lifestyle is a personal choice, a wellness program provides employees with information and resources to assist them in making healthy lifestyle choices. Worksite wellness programs not only benefit the employees through improved quality of life, but also the organization through increased productivity, reduced employee absenteeism, decreased potential for workplace accidents, and improved organizational image.

### **II. DIRECTIVES**

Implementation of a successful wellness program requires that employees be provided access to tools and information necessary to lead a healthy lifestyle.

Lake County's Wellness Program consists of several key elements. These elements are based on assessment of employees' needs and interests, health trends, and resources available:

- 1. Awareness Programs** - Health information shall be distributed to County employees to increase their knowledge of the benefits of a healthy lifestyle and assists in facilitating positive behavior change. Information shall be available through a mixture of media, such as intranet, websites, newsletters, posters, brochures, mailings, health fairs, and screenings.
- 2. Workshops & Seminars** - Educational workshops and seminars on current wellness issues/topics shall be offered to employees to increase knowledge and change attitudes regarding health.
- 3. Behavior Change Programs** - Ongoing programs shall be provided to actively involve employees in long-term behavior modification with measurable results. Behavior change programs may include classes (e.g. smoking cessation), incentive programs tied to outcomes (e.g. wellness center utilization), training programs, support groups, and/or departmental challenges.

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The County Manager shall implement this policy and is authorized to promulgate any necessary procedures.

**III. RESERVATION OF AUTHORITY**

The authority to issue or revise this Policy is reserved to the Lake County Board of County Commissioners.

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Catherine C. Hanson, Chairman  
Board of County Commissioners  
Lake County