Resolution #528

A RESOLUTION ACKNOWLEDGING THE TOWN OF YACOLT'S WELLNESS POLICY AND ADOPTING AN OFFICIAL WELLNESS POLICIES & PROGRAM

WHEREAS, The Town of Yacolt recognizes the importance of promoting health, well-being, healthy eating and exercise among its employees and their families;

WHEREAS, The Town Council of the Town of Yacolt has had notice of time, place and subject matter and;

WHEREAS, The Town Council of the Town of Yacolt recognizes the need for a Town Employee Policy to encourage health, well-being and exercise through a Wellness Program designed to help ensure a healthy work environment for all of the Town of Yacolt's employees and their families;

WHEREAS, The Town Council desires to implement a Wellness 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 the Town of Yacolt and their families.

WHEREAS, The Town Council acknowledges the importance of a successful Wellness Program in promoting fitness and health.

WHEREAS, It is the desire of the Town Council to announce its acceptance of the Wellness Program, and to adopt an official Wellness Policies & Program for the Town of Yacolt;

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COULCIL OF THE TOWN OF YACOLT THE FOLLOWING:

Section 1. Wellness Program is adopted. It is the Town's policy to encourage health, well-being and exercise of its employees through a Wellness Program designed to help insure a healthy work environment for all Town of Yacolt employees.

Section 2. Wellness employee policy is adopted and the attached Wellness Policies & Program is hereby adopted as the Town's official Wellness Program.

Section 3. This Resolution will be become effective immediately upon adoption.

Resolution # 528 is adopted on this 21st day of September 2015, by the Town Council of the Town of Yacolt, Washington.

Jeff Carothers, Mayor

ATTEST:

Cindy Marbut, Clerk/Treasurer

Ayes: 6

Nays: 4

Absent: Karl

Abstain: _____

Effective Date: 9-21-15

Town of Yacolt's Wellness Policy & Program

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

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

- The Town of Yacolt 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:
    - ✓ Reduction in sick leave
    - ✓ Reduction in absenteeism
    - ✓ Reduction of injuries
    - ✓ Reduction of health care costs
    - ✓ Improvement in workplace morale
    - ✓ Improvement in productivity

Wellness Program Administration: The Mayor and Town Council support the Wellness Program and desire to achieve and maintain a working environment that promotes health. The Wellness Program is budgeted through the current Expense Fund in the Executive Department. The Wellness Program Coordinator is the Town's Customer Service Clerk.

Wellness Program Applies To: The Town of Yacolt's Wellness Program is for all Town employees and their immediate families, as well as the Mayor, Councilmembers, volunteers, seasonal employees and temporary employees. Some wellness activities and incentives provided by the Association of

Washington Cities Employees Benefit Trust (AWCEBT) may only be available to employees and spouses with AWC EBT medical insurance.

Wellness Program Participation: Participation in the Wellness Program is encouraged; it allows for an employee to participate in the Town's Wellness program both on and off work hours. However, participation is on a voluntary basis.

Wellness Program Committee: The Wellness Program Committee is comprised of six (6) members. These committee members are comprised from the Town's employees and the Mayor:

- Mayor – elected
- Clerk's Office – 2
- Public Works – 3

Wellness Program Committee Initiatives:

- Strive to build support to achieve health education and awareness through information and screening
- Encourage lifestyle changes that reduce health risks
- Promote healthy eating. Encourage healthy food 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 and beverage choices. Promote healthy eating and beverage choices through AWC campaigns and Wellness Program activities.
- Working as a team to support each other in healthy ways

These are the ideals of the Wellness Committee that focus on achieving an effective employees Wellness Program.

Wellness Committee Operation:

- The members will meet quarterly to attend meetings and organize wellness programs
- All meetings will begin promptly

- All members are equal participants, have equal rights and are expected to voice their opinions and ideas and to share in the success of the Town's Wellness Program

Expectations for the Wellness Members: Wellness Committee members are expected to accomplish the following:

- Attend all quarterly Wellness meetings
- Participate in organizing and promoting at least 3-4 wellness events each year
- Promote health and wellness within your department
- Discuss freely your choices of ideas in education employees on health
- Discuss ideas for successful wellness events
- All decisions need full support of the members
- Work in conjunction with the Mayor, Town Council and the Association of Washington Cities in bringing awareness of the benefits of healthy living to the Town's employees and their families

Expectations of the Wellness Members:

- The Wellness Coordinator will prepare an agenda for the quarterly meetings
- A member will prepare minutes of the meeting
- A member will manage the Wellness Program budget.
- Attend AWC Wellness conferences related to Wellness as authorized by the Mayor
- Research information and discuss ideas on health and well-being that will be beneficial to the employees
- Research avenues to apply for grants that will help benefit the Town's Wellness Program

TOWN OF YACOLT, WA

Approved by: _____ Date: 9-21-15

Jeff Carothers, Mayor