

**CITY OF STANWOOD
Stanwood, Washington**

RESOLUTION No. 2011-1

A Resolution of the City Council of the City of Stanwood, Washington, repealing Resolution No. 2007-4 and adopting Resolution No. 2011-1 in support of the City's Wellness Program and supporting the establishment and implementation of a Wellness Program Policy.

WHEREAS, the City Council of the City of Stanwood recognizes that employee health is related to lifestyle decisions and many illnesses and injuries can be prevented by positive individual health practices and;

WHEREAS, the City Council further recognizes that improvements to employee health, achievable through active workplace health promotion programs and activities, can result in better morale, reduced absenteeism, and enhanced productivity and performance and;

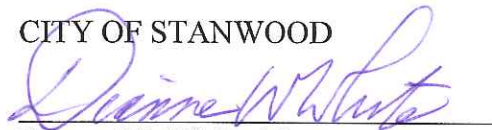
WHEREAS, the fitness and good health of the City's employees ensure that our citizens receive the benefit of more productive employees as well as strategies to control health care expenditure,

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STANWOOD AS FOLLOWS:

Section 1. The City Council hereby expresses their continued support of the City's Wellness Program in order to aid and encourage employees to maintain good physical and mental health. The City Council supports the establishment and implementation of the Wellness Program Policy as set forth in Attachment A which will provide the framework for the administration of the Wellness Program.

PASSED by the City Council and APPROVED by the Mayor this 27th day of January, 2011.

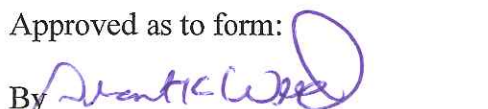
CITY OF STANWOOD


Dianne W. White, Mayor

ATTEST:

By 
Melissa Collins, City Clerk

Approved as to form:

By 
Grant K. Weed, City Attorney

City of Stanwood Wellness Program Policy

Policy Purpose

The City of Stanwood recognizes that employees are essential to the quality and efficiency of its function as an organization. The Wellness Program is a means to provide information and activities to City employees and their family members to encourage health and safety in the work environment. This policy is established to provide the framework for the administration and purpose of the City's Wellness Program. This includes defining its mission and the membership requirements of the Committee, and equitably and systemically distributing the work required to make this a valuable program for the City.

Mission

Create an environment that is supportive of positive health practices and offers opportunities for employees to learn needed skills to optimize their health and well-being in order to prevent illness and injury, improve morale, reduce absenteeism, and enhance productivity and performance through the voluntary adoption and maintenance of healthy lifestyle choices.

Administration

The Wellness Program is budgeted and administered through the City Clerk/Human Resources department and has its own budget. A Wellness Committee composed of 2 co-coordinators assists with the planning, oversight, management, promotion, and execution of the program activities.

Application

All benefited employees and family members may participate and qualify for incentives of AWC sponsored Wellness Committee events. Non-AWC benefited employees e.g. the Police department, extra help employees, etc. are encouraged and allowed to participate in Wellness events but may not receive AWC funded incentive awards.

Voluntary Participation

Any participation in the programs and activities of the Wellness Program is on a voluntary basis.

Program Paradigm

The Wellness Committee will promote its program through cultural change and recurring awareness. Specifically, it will advance its agenda through three types of activities:

- **Information and Awareness**
Flyers, paycheck stuffers, bulletin boards, brown bag lunch sessions, wellness seminars, workshops, and classes
- **Environmental Change**
Interdepartmental and employee group challenges, tuition rebates for successful weight loss, and smoking cessation
- **Behavior Change**
Nutritional counseling and information, stress reduction, smoking cessation and weight management, relaxation and self-esteem

Each method addresses the different stages of change that individuals may find themselves in with regard to wellness.

Co-coordinator Requirements and Expectations

1. Manage the budget and financial program requirements
2. Attend conferences and retreats established by AWC
3. Maximize Wellness resources and relationships through utilizing existing resources such as benefit administrators and business organizations as well as researching new avenues of resources and information
4. Assist in identification and reduction of potential program barriers while strengthening support for the Wellness Program
 - a. Act as liaison between the Wellness Program and the employee population
 - b. Work in conjunction with management and AWC to increase employee awareness of the benefits of healthy living