

## **COMPLIANCE AND RISK MANAGEMENT**

### **Wellness Program**

The Trustees recognize the importance of a multi-faceted wellness program to promote the overall health and well-being of the District's employees. The Trustees desire to incorporate a comprehensive wellness program into the Trust benefits, as shown in the attached graphic, in order to:

1. Promote healthy lifestyles by District employees and their families.
2. Provide health education and health awareness among District employees.
3. Reduce the Trust's medical plan costs over the long-term.
4. Increase District employee productivity, job performance, and morale and decrease health-related absenteeism.

The goal of the wellness program is to create a culture of wellness that encourages employees to make healthier life-style choices through incentives, education, and enhanced benefits. The comprehensive wellness program may include some or all of the following:

1. Hiring of full-time wellness coordinator.
2. Health risk assessments.
3. Enhanced wellness benefits in the Trust's medical, EAP, and other core benefits for total health management.
4. External wellness programs provided off-site, such as smoking and weight loss programs.
5. Internal programs provided on District property, such as stress management and employee wellness education and communications.

References: Attached Wellness Program Investment Philosophy Graphic

Legal References: WAC 82-60-035

Proposed: August 2008

Approved: