

2c - Health and Wellness Initiative

1. Program Area:

GENERAL GOVERNMENT SERVICES

2. Agencies and Departments involved:

Human Resources Department

3. New or previously identified in earlier Strategic Financial Plans, if previously identified, what has changed and why:

New strategic priority.

4. Description of the project/program - what it is and what it will achieve:

The intent of the Health and Wellness Program through the County of Orange is to improve the quality of life of all County of Orange employees, dependents and retirees, to educate, support, and empower them to make healthy lifestyle choices by offering accessible and innovative programs such as:

Develop a voluntary health risk assessment/identification tool

Provide meaningful incentives to employees, dependents, and retirees to volunteer to actively and accurately participate in the health risk assessment/identification process with a goal of 95% participation

Develop health and wellness education initiatives to address lifestyle risks such as:

- Cigarette/cigar smoking
- Alcohol abuse
- Stress
- Obesity and related weight problems
- Physical inactivity
- Poor nutrition

Develop health and wellness education initiatives to address chronic conditions such as:

- Arthritis
- Asthma
- Back pain
- Cancer
- Diabetes
- Heart disease
- High blood pressure
- Lung/respiratory disease

•Develop a variety of programs such as:

- Establish County medical clinics staffed by County physicians to provide routine non-emergency medical care to employees, dependents and retirees
- Establish a County pharmacy
- Install basic fitness centers at sites to be determined
- Ensure that all County food operations and vending machines provide a wide variety of healthy eating alternatives
- Review and make appropriate improvements to the County ergonomics program
- Review and make appropriate improvements to the County Employee Assistance Program
- Provide on-site physical therapy staffed by County physical therapists
- Create meaningful and measurable accountability and return on investment tools

The investment made on the wellness program is expected to return cost savings in the areas of decreased absenteeism, fewer sick days, reduced work related injuries/illness, lowered health and insurance costs, and improvements to employee performance and productivity. Additionally, healthy organization increases employee morale, improves the ability to attract and retain key people, all while having more alert and productive employees.

5. Personnel - will the program/project require additional staffing? If so, estimate number of positions:

Not known at this time.

6. Cost - estimate and identify costs:

Please refer to the attached spreadsheet for cost information.

7. Potential Funding Sources:

General Fund

Please refer to the attached spreadsheet for funding information.

8. Community Awareness (stakeholders):

County employees

9. Mandated or discretionary:

Discretionary

10. Implementation period if funding were available:

Implement program as soon as funding is available.

