

# County of Monterey Employee Wellness Program, Public Health Bureau



# Agenda

- ❑ Introduction
- ❑ Employee Wellness Program Overview
- ❑ Impact

# Team



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Health Educator



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Health Program  
Coordinator



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Public Health  
Program Manager





# Mission

Promote work environments, policies, and programs that preserve the health of employees and promote their ability to excel at their jobs while honoring the importance of family and community.



# Purpose of the Employee Wellness Program

- Increase employees' knowledge about health, prevention, and management of chronic diseases
- Encourage employees' involvement in their own health decisions
- Encourage employees' adoption of healthy lifestyle habits and
- Facilitate recommendations for organizational change that promote a safe and healthy work environment

## Goals:

- Improve employee health and well-being
- Increase presenteeism
- Improve employee morale and job satisfaction
- Reduce health care costs
- Leverage a “whole person” perspective



# The County's Current Workforce in 2022

Total Number of  
Employees = 5,413

- Full-time = 4272
- Part-time = 703
- Temporary = 438





# Wellness Hours: Time for Self-Care

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- Each employee has **12 work release hours** per fiscal year to attend Wellness-sponsored programs and activities.
- This “bank” of hours is separate from any other paid leave accruals provided by the County.
- Participation is voluntary and is offered as an employee benefit.
- Supervisor approval needed for participation.



# Offerings

- Wellness Committee
- Online Live Group Learning
- Virtual Well-Being Challenges
- Mandatory Online Courses: Lactation Accommodation at Work
- Vaccine Clinics | Onsite Biometric Screenings
- Health Fairs
- Lending Library | Online Employee Book Club
- Schilling Fitness Center | Employee Gym Discounts
- Communication Channels:
  - New Employee Orientation
  - Website
  - E-mails
  - Monthly E-Newsletter | Monday Health Tips
  - Electronic & Printed Materials





# PROGRAM IMPACT

Collaborating with internal and external departments and organizations to maximize our impact and leverage a "**whole person**" perspective.

## County of Monterey Employee Wellness Program Participation & Impact

Total Number of \*eligible employees = 5,369

\*Full-time, part-time, and temp. employees

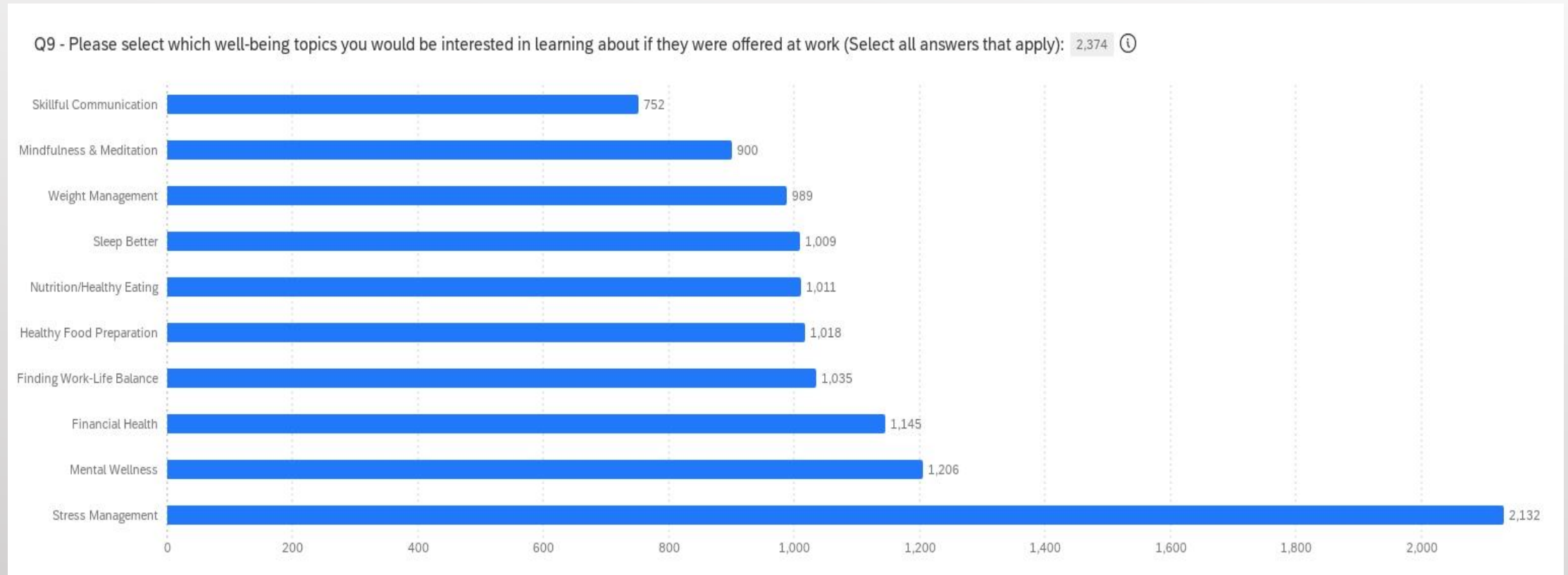
### 2021 Employee Participation

	Total Participation	Unique Participation
Results January – December 2021	4,729	2,099



# 2022 Countywide Employee Wellness Program & Employee Engagement Survey – Employees’ Top Priorities

Results: 2,553 employees responded to this survey question.



# A CALL TO ACTION: HOW YOU CAN HELP

## Become a Wellness Ambassador

- Help drive a culture of well-being
- Department representative on the Wellness Committee
- Encourage your teams to enroll in wellness courses together
- Staff meetings or recognition events with a wellness theme or activity





# *Thank You*

## The County of Monterey Employee Wellness Program Team

County of Monterey Employee Wellness Program  
The Health Promotion Partnership | [Website](#)

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