



MONTEREY COUNTY

EMPLOYEE WELLNESS PROGRAM



A LONGTIME COMMITMENT TO WELLNESS



The Program was created in 1985 as a partnership between management, unions, and employees to address employee health and safety, health insurance costs and worker's compensation claims.





OUR 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.



SCOPE OF WORK



EDUCATION

Provide education and resources to help employees identify and reduce health risks through adopting healthy habits.



DISEASE PREVENTION & MANAGEMENT

Offer risk reduction and condition management programs that target prevalent and costly health conditions.



POLICY & ENVIRONMENTAL SUPPORT

Facilitate policy and organizational support to promote healthy work environments.

WELLNESS OFFERINGS



- EDUCATIONAL WORKSHOPS
- GROUP FITNESS CLASSES
- HEALTH FAIRS
- HEALTH SCREENINGS
- INFLUENZA VACCINATIONS
- PHYSICAL ACTIVITY CHALLENGES
- POLICY SUPPORT & LEADERSHIP
- RESOURCES (NEWSLETTER, LENDING LIBRARY, WEBSITE, WEEKLY TIPS)
- SCHILLING PLACE FITNESS FACILITY
- WELLNESS COMMITTEE



PROGRAM GROWTH



2015-2016

- Expanded education and group fitness programming
- Biometric health screenings
- Influenza vaccinations

2016-2017

- Schilling Place Fitness Facility
- Employee Wellness Committee

2017-2018

- Lactation in the Workplace Policy

2018-2019

- Healthy Food Policy
- Expansion of immunization program



PARTICIPATION IS GROWING

ELIGIBLE EMPLOYEES
2015: 4,537
2016: 5,203
2017: 5,228
2018: 5,171

PARTICIPANTS
2015: 3,723
2016: 4,990
2017: 6,300
2018: 6,080



PROGRAM IMPACT

In the last year...

- 73% made improvements in eating habits
- 70% made improvements in exercise habits
- 59% made improvements to reduce stress and improve emotional well-being
- 52% had a preventive screening done
- 40% were seen by a healthcare provider



"I am noticing that I am being mindful throughout the day and every day, it's really helping me out. Stress is a big factor at work. Wish I had enrolled in class a lot earlier. But I am here now and it sure is helping."

-Sheriff Employee (Mindfulness Series)





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The Virtual 5k Holiday series was a great incentive to get me out and moving instead of inside eating holiday goodies. I managed to best my prior time with each race! I would recommend challenges like this one to everyone here. The point is not how fast you are, just that you do it.

-Child Support Services Employee



"I really appreciate the resources, I have been able to implement some of the suggestions provided and have noticed my over all mood, and energy has changed in such a great way!"

-Anonymous Employee

"I appreciate all the work you all do in helping us all live healthier! I always tell others, come work for the County because they are very supportive of health!"

-Library Employee





WHAT'S NEXT?

- **TRACKING WELLNESS HOURS**

Add wellness hours in ESS to better track program utilization.

- **HEALTHY FOOD POLICY**

Continue advocating for healthy food options in County work sites; reach initial goal of 50% healthy options in all vending machines.

- **PARTNERSHIP WITH NATIVIDAD**

Collaborate with Natividad to offer educational seminars to County staff.



QUESTIONS?





THANK YOU!



HEALTH PROMOTION PARTNERSHIP

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mtyhd.org/wellness