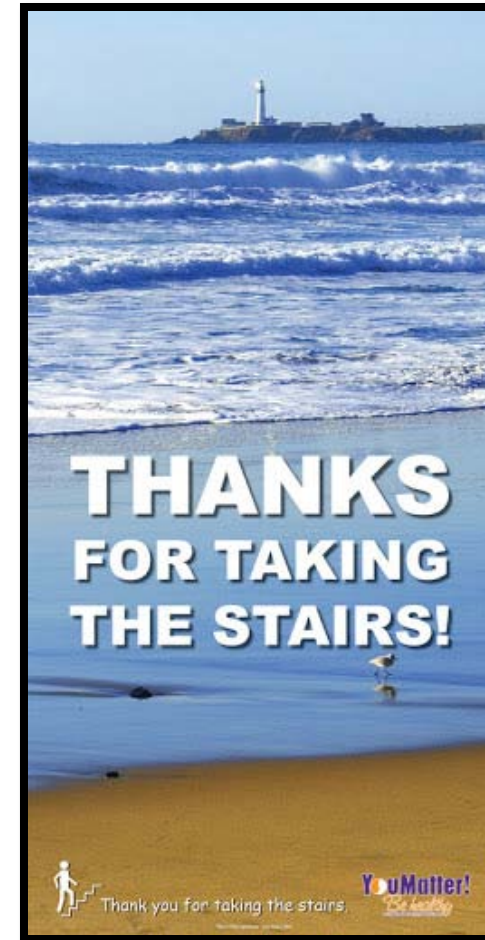
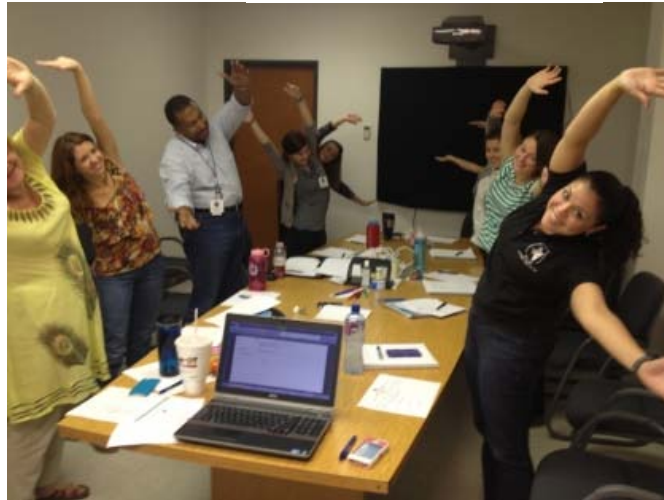


# San Mateo County "Culture of Health"

*Goal 1: Employees see, feel and experience wellness every day*

*Goal 2: Our physical work environment supports and encourages healthy habits at work*

*Goal 3: We strive for healthy work practices and an organization that supports work-life balance*



### COUNTY WELLNESS POLICY

**PURPOSE STATEMENT:**  
Healthier employees are more productive and effective workers, require less expensive medical care, and are more satisfied with their jobs and their employer. Chronic diseases such as heart disease, stroke, cancer, obesity and diabetes are among the most prevalent and costly health problems for employers and employees. A healthy diet and regular physical activity program can prevent or delay the onset of many of these chronic health conditions and their associated health care costs.

Employers are in a unique position to promote and encourage their employees to be healthy and safe. Workers typically spend more than one-third of their day on the job and usually consume at least one meal during that time. Effective worksite programs can reduce health risks and improve the quality of life for employees by creating a supportive environment and social context for them to make healthier and safer personal lifestyle changes.

In January 2009, the County established a labor-management Wellness Committee to draft County Wellness guidelines. The Committee solicited feedback from key stakeholders, management, and employees as part of the developmental process.

This Wellness Policy identifies key areas of focus for employee health and safety and sets forth minimum goals for various stakeholders regarding each such focus area. In all cases, the County strongly encourages its employees to make the "Healthy Choice" their preferred and default choice. Departments are encouraged to establish additional goals as appropriate.

**COUNTY GOALS:**  
The County's 2025 vision is to create a healthy, livable, prosperous, environmentally conscious and collaborative community for our employees and the public that we serve. In furtherance of this vision, the County, through this Wellness Policy, seeks to:

- Be a corporate role model for other employers located in San Mateo County by providing a supportive work environment, organizational practices, and culture
- Provide access to healthy food and beverages for employees and the public during the workday and to make the "Healthy Choice" the County's preferred and default choice;
- Encourage employees to take advantage of opportunities for physical activity before, during or after the workday;
- Eliminate workplace tobacco exposure and encourage a tobacco-free lifestyle;
- Encourage employees to take good care of their health and to use the medical care system wisely;
- Utilize County owned or leased facilities and grounds in a manner that supports healthy lifestyle choices;
- Engage employees as partners in assuring their best possible health and in reducing preventable health care costs for both our employees and the County

[hr.smcgov.org/wellness-policy](http://hr.smcgov.org/wellness-policy)