

1 [City Employees' Wellness]

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3 **Resolution recognizing the importance of wellness to City employees' quality of life,**  
4 **controlling health care costs, and providing government services to San Francisco**  
5 **efficiently and effectively and pledging to support a comprehensive employee wellness**  
6 **plan that expands on current wellness offerings.**

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8 WHEREAS, It is estimated that 78 percent of City employees suffer from one or more  
9 chronic conditions; and

10 WHEREAS, It is estimated that 66 percent of city employees and 33 percent of the  
11 dependent children are overweight and therefore at risk or already suffering from many  
12 chronic conditions including diabetes, heart disease, cancer, stroke, hypertension, stress and  
13 depression; and

14 WHEREAS, In 2013 City and County of San Francisco (City) employees and their  
15 families face increased health care costs and diminished quality of life as a result of health  
16 conditions that can be improved or better managed; and

17 WHEREAS, Between 2008 and 2011, total medical and prescription costs increased by  
18 eight percent per City employee per year; and

19 WHEREAS, The City and employee unions established a Joint Labor Management  
20 Committee on Health and Wellness in 2012 to explore opportunities for improving health and  
21 wellness programs provided to City employees; and

22 WHEREAS, The Joint Labor Management Committee on Health and Wellness adopted  
23 a statement in support of implementing a long-term wellness program for City employees and  
24 creating a culture of health within the City; and

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1           WHEREAS, The San Francisco Controller’s Office has contracted with a wellness  
2 expert to identify key health risks for City employees, and recommend components of a  
3 comprehensive wellness plan to address the identified risks; and

4           WHEREAS, A variety of wellness services are already available to City employees  
5 through the Health Service System including health screenings, stress management classes,  
6 gym discounts, flu shot clinics, health education courses, and an Employee Assistance  
7 Program; and

8           WHEREAS, In 2008, the California League of Cities partnered with the California  
9 Center for Public Health Advocacy to establish the Healthy Eating Active Living (HEAL)  
10 Campaign, which encourages California cities to adopt policies that positively impact the  
11 health and wellness of residents. One hundred fifty-two California cities have already joined  
12 the campaign; and

13           WHEREAS, On November 18, 2011, the League of California Cities Board of Directors  
14 unanimously voted to encourage 100 percent board participation in the HEAL Cities  
15 Campaign; now, therefore, be it

16           RESOLVED, That the Board of Supervisors recognizes the importance of wellness to  
17 City employees’ quality of life , controlling health care costs, and providing government  
18 services to San Francisco efficiently and effectively; and, be it

19           FURTHER RESOLVED, That in order to promote employee health and wellness, and  
20 to set an example for other businesses, San Francisco pledges to adopt and implement a  
21 comprehensive employee wellness plan that expands on current wellness offerings and may  
22 include a broad range of components such as:

- 23           • Health Screenings. Screenings assess individual health risks, recommend areas  
24           for improvement, and can serve as a gateway for targeted prevention and  
25           intervention efforts

- 1           • Incentives. The goal of incentives is to motivate City employees to participate in  
2           wellness programs and improve their health.
- 3           • Wellness Programs. Programs offered may include chronic condition  
4           management, health coaching, education and empowerment classes, and an  
5           array of other programs targeted to employees' specific health risks.
- 6           • Wellness policies. Policies adopted may encourage walking meetings and  
7           stretch breaks, or allow use of City facilities for wellness activities.
- 8           • Health and Wellness Ecosystem. A wellness strategy is most effective when it is  
9           supported by senior management and grounded in a workplace culture that  
10          values and supports employee health.
- 11          • Communications and Outreach. Successful wellness plans are aggressively  
12          marketed and promoted to employees to increase engagement.
- 13          • Performance Evaluation. An effective plan should systematically evaluate  
14          performance relative to a set of desired measurable outcomes.
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