

**CITY OF LIBERTY LAKE
SPOKANE COUNTY, WASHINGTON
RESOLUTION NO. 07-109A**

**A RESOLUTION OF THE CITY OF LIBERTY LAKE, WASHINGTON,
ESTABLISHING A CITY WELLNESS PROGRAM AND IMPLEMENTATION
POLICIES.**

WHEREAS, the City of Liberty Lake recognizes that employee health is related to lifestyle decisions and many illnesses and injuries can be prevented by positive individual health practices; and

WHEREAS, the City Council of Liberty Lake further recognizes that improvements to employee health, achievable through active workplace health promotion programs and activities, can result in better morale, reduce absenteeism, and enhance productivity and performance; and

WHEREAS, the City Council wishes to implement a City Employee Wellness Program aimed at preventing illnesses and injuries and promoting better morale, reduced absenteeism, and enhanced productivity and performance among City employees.

NOW, THEREFORE, the City Council of the City of Liberty Lake, Washington, does resolve as follows:

WELLNESS PROGRAM POLICY

Policy Purpose. The purpose of this policy is to provide the framework for the administration and purpose of the City's Wellness Program. This includes defining its mission and the membership requirements of the Wellness Committee, and equitably and systemically distributing the work required to make this a valuable program for the City. This structure will provide clear direction and ensure the balanced input and work load for all departments.

Mission. The mission of the Wellness Committee is to promote the improved health and well being of City employees in order to prevent illnesses and injuries, improve morale, reduce absenteeism and enhance productivity and performance. The Wellness Program is established in recognition that:

1. Healthy productive employees are critical to the provision of high quality and efficient local government services.
2. The health and well being of employees has a direct effect on the cost of government services.

Administration. The Wellness Program is budgeted and administered through the City's Finance /Administrative department. A voluntary employee Wellness Committee as described below assists with the planning, oversight, management, promotion, and execution of the program activities.

Application. All benefited employees and family members may participate and qualify for incentives of AWC sponsored Wellness Committee events. Non-AWC benefited employees (e.g. the part time and seasonal employees, etc.) are encouraged and allowed to participate in Wellness events but may not receive AWC funded incentive awards.

Voluntary Participation. Any participation in the programs and activities of the Wellness Program is on a voluntary basis.

Program Paradigm. The Wellness Committee will promote its program through cultural change and recurring awareness. Specifically, it will advance its agenda through three types of activities:

Information and Awareness
Environmental Change
Behavior Change

Each of these methods is needed to address the different stages of change that individuals may find themselves in regard to wellness.

PASSED by the City Council this 21 day of May, 2013



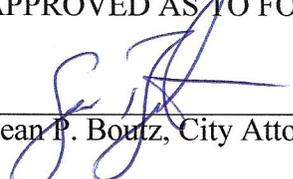
Steve Peterson, Mayor

ATTEST:



Ann Swenson, City Clerk

APPROVED AS TO FORM:



Sean P. Boutz, City Attorney

CERTIFICATION

I, the undersigned City Clerk of the City of Liberty Lake, of Spokane County, Washington, HEREBY CERTIFY that the foregoing Resolution is a full, true and correct copy of Resolution No.07-109A duly adopted at a regular meeting of the City Council of said City, duly and regularly held at the regular meeting place thereof on May 21, 2013 of which meeting all members of said City Council had due notice and at which a majority thereof were present; and that at said meeting said Resolution was adopted by the following vote: 6-0

AYES, and in favor thereof: Mayor Pro Tem Langford, Council Members: Kaminskas, Dunne, Beckett, Brickner and Kopelson.

NAYS: None.

ABSENT: Council Member Olander.

ASTAINED: None.

CITY OF LIBERTY LAKE



CITY CLERK