

## 4.5 - Workforce Health and Wellness Program

**Standard:** The agency shall have an employee health and wellness program showing periodic evaluation of the program status.

*Suggested Evidence of Compliance:* Provide evidence of the agency's employee health and wellness program, level of participation and most recent evaluation.

Informational reference in the *Management of Park and Recreation Agencies*, (2010), 3rd Ed., Chapter 17 - Human Resource Management, pp. 441-442.

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### **Agency Evidence of Compliance:**

The Park District offers a variety of resources to help encourage to develop and maintain a healthy lifestyle. The Park District partners with the Park District Risk Management Agency (PDRMA), the agency's risk management & health insurance provider, to communicate and encourage participation in events that support health and wellness. Previous year's PDRMA-sponsored events have included health risk assessments, and wellness and walking challenges. In 2015, these initiatives were brought under one program, PATH (Positive Activities Towards Health)<sup>1</sup>, which includes assessments, challenges, education, and coaching and Park District staff are encouraged to participate in.

In addition to PATH, the Park District offers additional wellness opportunities to employees, including flu shots<sup>2</sup> at no cost and a reimbursement<sup>3</sup> of up to \$300/year for full-time staff for wellness-related programs or membership. Additionally, all year-round employees are eligible to receive a discount on Park District programs, including fitness classes.

The Park District includes the wellness program and participation as well as number of full-time sick days used by staff as two of its organizational performance measures. Data is tracked throughout the year so that staff can respond to it as they do other performance measures and evaluate progress at the end of the year. The results are documented in the Park District's Performance Measurement Report<sup>4</sup>.

### **Documentation:**

1. [04.05.00\\_PDRMA--PATH-Nov2014-Newsletter.pdf](#)
2. [04.05.00\\_Flu-Shot-Flyer.pdf](#)
3. [04.05.00\\_2014\\_Wellness-Reimbursements.pdf](#)
4. [04.05.00\\_Health-and-Wellness-Measures-Performance-Measures.pdf](#)

**Agency Self Assessment:** MET