

RESOLUTION R-11-199
PROVIDING FOR SUPPORT OF A HEALTHY WORKFORCE AND OVERALL HEALTHY
LIFESTYLE AND DELINEATING HEALTHY LIFESTYLE COMPONENTS IN THE
WORKPLACE TO CREATE A CULTURE OF HEALTH.

Whereas, Manatee County Government and the Board of County Commissioners are greatly concerned about the health of its employees; and

Whereas, heart disease, cancer and stroke are largely affected by what we eat, how active we are and how we manage our stress; and

Whereas, physical activity, healthy nutrition, being nicotine free and managing stress can be a significant factor in preventing disease, improving one's outlook on life and increasing employee productivity; and

Whereas, good health is developed through regular physical activity and appropriate nutritional intake, avoidance of nicotine, and healthy stress management and fosters strong employee attendance and performance; and

Whereas, regular physical activity, healthy nutrition, being nicotine free and healthy stress management provides for increased quality of life through improved endurance, strength, flexibility and balance, as well as reduced risk of chronic diseases, injury and perception of stress;

Whereas, we all need access to healthful foods and opportunities to manage our stress, tools to become nicotine free and opportunities to be physically active in order to grow, learn, and thrive;

Whereas, obesity rates have greatly increased and physical inactivity, unmanaged stress, and excessive calorie intake are the predominant causes of obesity; and

Whereas, MCG is committed to providing work environments that promote and protect our employee's health, well-being, and ability to learn by supporting healthy lifestyles and creating a culture of health.

Therefore, effective September 6, 2011, it is the policy of the Board of County Commissioners of Manatee County, Florida to acknowledge the role physical activity, healthy nutrition, stress management and tools for tobacco cessation play in a healthy workforce and to create a healthier workplace through the following:

Providing access to healthier foods

- Provide vending machines will make available healthy snacks/foods for employee purchase by requiring that at least 30% of the foods offered have a positive health value
- Utilize the Snackwise Nutrition Rating System at/around vending machines (www.snackwise.org) with Snackwise posters that encourage healthy snacking and provide Snackwise nutrition rating information for education and validation of healthy options.
- Provide healthy options including fruits, vegetables and grains at catered events.
- Encourage employees to participate in educational wellness programs that focus on nutrition & healthier eating.
- Encourage potluck lunches with a healthy theme (Salad Bar, Heart healthy, etc).
- Encourage accommodations for food preparation and storage (sinks, refrigerators, microwaves) to support employees in bringing healthy lunches and snacks to work

Providing access to physical activity in the Workplace Environment:

- Provide accessible stairwells with signage to encourage use and decrease the use of elevators.
- Ensure bicycle racks are located at employee entrances where feasible.
- Build physical activity breaks into long meetings to include walking, stretches or movement.
- Encourage walking meetings when feasible for small meetings of two or three people.
- Provide maps with walking routes with distances measured out; identification of recreational and exercise facilities; organization of walking groups and other group activities.
- Provide fit bands for stretching during longer conference calls.
- Provide incentives for physical activity and/or fitness spaces for employees to "recharge" which may include mats for stretching, simple hand weights, exercise balls or bands.
- Encourage participation in Commuter Services activities which promote non-motorized commutes to work.

Reducing and Managing Stress in the Work Place


- Provide stress prevention training to managers and supervisors to improve skills in identifying and preventing work-related burn out.
- Provide stress management training to employees to encourage the use of healthy coping skills and present additional tools to reduce conflict and stress in the work place.
- Provide resiliency training to assist members to thrive in the midst of change and increasingly stressful life events.
- Provide appropriate break opportunities from repetitive and stressful work functions during the workday to help prevent stress and injury.
- Provide comfortable break areas to aid in reducing stress and supporting wellness among employees.
- Provide a variety of opportunities for employees to practice compassion through giving to their fellow employees and their local or global community as a means of finding balance.
- Provide readily available resources to employees during critically stressful situations.

Providing Opportunities for Employees to Become Nicotine Free

- Provide tobacco education to nicotine-exposed members to encourage and support ongoing efforts to become nicotine-free.
- Provide tobacco cessation coaching and aides to assist employees in overcoming their addiction to nicotine.
- Ensure and enforce established smoke-free zones around worksite entrances to reduce environmental exposure to tobacco smoke.
- Encourage and enforce smoke-free policies for all county vehicles.

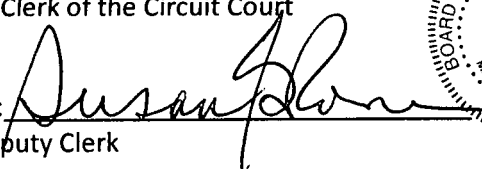
PASSED AND DULY ADOPTED with a quorum present and voting this 6th day of September, 2011.

**MANATEE COUNTY, FLORIDA
BOARD OF COUNTY COMMISSIONERS**

By: 

Chairman

ATTEST: R. B. Shore
Clerk of the Circuit Court

By: 
Deputy Clerk

