

COUNTY OF SAN DIEGO



**HHSA**

HEALTH AND HUMAN SERVICES AGENCY

# Worksite Wellness Policy and Program Assessment

*Live Well, San Diego!*



**LIVE WELL**  
SAN DIEGO



The County of San Diego's Community Transformation Grant (CTG), known as Healthy Works, creates healthier communities through systems and environmental changes to increase and improve opportunities to engage in tobacco-free living, physical activity, healthy eating, and increased access to community and clinical preventive services. These enhanced opportunities contribute to reducing chronic disease rates, preventing the development of secondary conditions, addressing health disparities, and developing a stronger evidence base for effective prevention programming.

CTG, administered by the County of San Diego Health and Human Services Agency, is funded by the Affordable Care Act's Prevention and Public Health Fund, and includes numerous community-based partners. The project is part of the County's *Live Well San Diego* plan, a 10-year vision for healthy, safe, and thriving individuals, neighborhoods and communities.

The CTG Worksite Wellness Initiative is one of many programs under Healthy Works and *Live Well San Diego*. The Initiative is designed to build on preexisting relationships and create new connections among employers in San Diego County to create a vision of comprehensive worksite wellness programs for all employees throughout the county, to explore opportunities to share and leverage resources related to worksite wellness, and to develop and enhance worksite wellness programs among the county's largest employers.

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## Introduction

In 2011, the United States spent \$2.7 trillion on health expenditures (Center for Medicare & Medicaid, 2011). In 2010, employers spent \$652.8 billion on health benefits for their employees (Employee Benefits Research Institute, 2011). An estimated 25% to 30% of companies' medical costs per year are spent on employees with the major risk factors for cardiovascular disease and stroke—that is, smoking, physical inactivity, obesity, hypertension, high cholesterol, and diabetes (Carnethon, et al., 2009).

The protection of workers' health is an important responsibility of the employer. Historically, organizations such as the Occupational Safety and Health Administration and the National Institute for Occupational Safety and Health have required employers to provide protection to workers from workplace hazards. With the growth of worksite wellness policies and programs, employees are also protected from behavior-related hazards present at the workplace, such as lack of physical activity, poor nutrition, and stress. Over the past 25 years, the number of organizations that offer worksite wellness programs has dramatically increased, with nearly 90% of all workplaces with at least 50 employees beginning to offer some type of worksite wellness program (Soler et al., 2010).

The growth in the number of worksite wellness programs has not only served to protect employee health, but has resulted in cost savings to the employer. Effective worksite wellness programs have shown to result in substantial cost savings for employers, with a return on investment from \$3 to \$15 for each dollar invested, with savings realized within 12 to 18 months (Anderson, Serxner, & Gold, 2001). Although most worksites offer some type of worksite wellness program, a nationwide study conducted by the Alliance for a Healthier Minnesota in July 2012 found that only 55% of the organizations surveyed had a comprehensive worksite wellness initiative. A 2004 report estimated as few as 7% of employers offer comprehensive worksite wellness programs and found that companies with 250 or more employees offer comprehensive programming at a higher rate compared to worksites with 50 to 99 employees (Carnethon, et al., 2009).

### Effective Worksite Wellness Programming

An effective, comprehensive worksite wellness program may be defined as one that has a “coordinated set of strategies that includes environmental supports, health benefits, and workplace policies that are designed to meet the health and safety needs of all employees (Alliance for a Healthier Minnesota, 2012).” Comprehensive worksite wellness programs have shown to have positive outcomes in:

- Improved employee health
- A healthier, more positive and productive workforce
- Increased presenteeism and reduced absenteeism
- Improved employee functioning and productivity
- Improved financial outcomes for the employer

These policies and programs are important strategies to address employee health-related behaviors, and prevent and reduce risk factors for chronic diseases such as cancer, stroke and cardiovascular disease, diabetes, and lung disease (Carnethon et al., 2009). The American Heart Association's (AHA) Policy Statement on Worksite Wellness Programs for Cardiovascular Disease Prevention recommends that for optimum effectiveness, comprehensive worksite wellness programming should be integrated into the organizational structure of the workplace as well as into the social and physical workplace environment. Evidence suggests that environmental modifications and policy changes are more successful at producing behavior change that can reach more employees across varied socioeconomic groups than education and screening programs alone. At the individual employee level, the use of financial incentives has been shown to foster long-term behavior change (Carnethon, et al., 2009). The AHA's Policy Statement outlines the core components of worksite wellness programming, which should address, at a minimum, the follow key areas:

- Tobacco cessation
- Regular physical activity
- Stress management/reduction
- Screening for high blood pressure, high cholesterol, and diabetes
- Nutrition education and promotion
- Weight management
- Disease management
- Cardiovascular disease education
- Changes to the social and physical environments of the workplace

## **San Diego County Employee Health**

More than half of San Diego County's adult population is employed full time (21 or more hours per week) and another 10% are employed part time (CHIS, 2009). Generally, the health of the county's employed adult population is similar or better than the overall adult population of the county. This trend may be explained by the fact that almost all of the employed adult population is between 18 and 64 years of age, whereas nearly 15% of the overall adult population is 65 years and over.

County-wide, 7.8% of adults have been diagnosed with diabetes, whereas only 5.0% of full-time employed adults have received this diagnosis. Following a similar trend, 6.4% of all San Diego County adults have been diagnosed with heart disease, compared to only 2.0% of the full-time working adult population. More than one in four adults have been diagnosed with high blood pressure, but closer to one in five full-time employed adults have had the same diagnosis (CHIS, 2009).

Obesity rates and the health-related behaviors of San Diego County's employed adult population do not follow the same trend. While slightly more than half of the adult population is overweight or obese, close to two-thirds of the full-time employed adults in the county are overweight or obese. A higher percent of employed adults smoke compared to the overall adult population of the county and more than two in five employed adults eat fast food two or more times a week, compared to just over one third of the overall adult population (CHIS, 2009).

Enhancing worksite wellness policies and programs provides a unique opportunity to reach more than half of San Diego County's adult population. Improving access to opportunities to engage in healthy behaviors such as tobacco-free living, healthy eating, and increased physical activity can improve the health of the county's employed population, and prevent the increase of chronic disease among this population. Comprehensive worksite wellness programs will reduce the risk factors that cause chronic conditions and ultimately decrease the physical and economic burden of these conditions (Carnethon, et al., 2009). Additionally, when worksite wellness programs are successful, their influence has been shown to extend beyond the individual worker to their immediate family members and to society as a whole (Carnethon, et al., 2009).

## Instructions and Considerations

The Worksite Wellness Policy and Program Assessment was written to reflect comprehensive worksite wellness policies and programs. The questions were adapted from evidence-based questionnaires and resources, and have been designed around two key elements—policies and programs.

Take your time to answer each question. This may require checking your worksite's policies or reaching out to your worksite's subject matter experts on policies and programs. When possible, obtain copies of the policy to include with your assessment.

Comment sections have been added at the end of each topic area to provide a space to capture ideas, write down other policies and/or programs that your worksite has that are not captured in the questions, or to explain your worksite's situation related to these topic areas. Not every worksite is the same, and unique situations may cause a worksite to have limited worksite wellness policies and/or programs. Use the comments section to describe these situations and use this assessment as a starting place for discussion at the worksite to address any gaps or barriers to implementing comprehensive worksite wellness policies and programs. If your organization has multiple divisions or worksites that have different Worksite Wellness Programs you can summarize what these differences are in the comments section or in a separate attachment.

This is a tool designed to assess your worksite's current policies and programs, and can serve as a starting point to create or enhance a comprehensive worksite wellness program for all employees. Once the completed survey is received in our office, within two business days you will receive an email with the results of your survey responses. These results will allow you to identify areas of worksite wellness that are successful as well as those that may need improvement. When information has been received from all the employers we have surveyed you will be emailed a report that will allow you to examine your worksite wellness policies, practices, and programs in relation to other large employers in San Diego County.

If at any time assistance is needed while your organization completes the Worksite Wellness Policy and Program Assessment you may contact Carrie Farrell at (619) 980-3565. You can find other useful tools for developing worksite wellness programs at <http://www.healthyworks.org/> starting in fall 2013.

## General Information and Employee Demographics

### Contact Information

Name: \_\_\_\_\_

Job Title: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

1. Number of employees: \_\_\_\_\_

2. Do worksite wellness policies and programs differ by worksite, division, or facility?

Yes       No

If 'Yes,' please describe the differences in wellness policies and programs between worksites, divisions, or facilities:

Comments:

3. Gender of your workforce:

% Male \_\_\_\_\_

% Female \_\_\_\_\_

4. Age of your workforce:

% less than 18 years old \_\_\_\_\_

% 18-34 years \_\_\_\_\_

% 35-44 years \_\_\_\_\_

% 45-64 years \_\_\_\_\_

% 65 years of age and older \_\_\_\_\_

What is the average age of your workforce? \_\_\_\_\_

**5. Racial/ethnic demographics of your workforce:**

- % Non-Hispanic White \_\_\_\_\_
- % Non-Hispanic Black/African American \_\_\_\_\_
- % Hispanic/Latino \_\_\_\_\_
- % Asian/Asian American \_\_\_\_\_
- % American Indian/Alaska Native \_\_\_\_\_
- % Native Hawaiian/Pacific Islander \_\_\_\_\_
- % Other \_\_\_\_\_

**6. Work Status:**

- % Full-time \_\_\_\_\_
- % Part-time \_\_\_\_\_
- % Temporary \_\_\_\_\_

**7. Job Type:**

- % Salaried \_\_\_\_\_
- % Hourly \_\_\_\_\_

**8. Union:**

- % with union representation (if none, enter 0) \_\_\_\_\_
- % without union representation \_\_\_\_\_

a. Does employee access to worksite wellness programs differ based on union representation?

Yes  No

**9. Sector Type:**

- For-profit
- Government
- Non-profit
- Other



10. Please select the choice that best describes your industry:

- |  |   |
|--|---|
| <input type="checkbox"/> Accommodation and Food Services             | <input type="checkbox"/> Information                                      |
| <input type="checkbox"/> Administrative and Support                  | <input type="checkbox"/> Manufacturing                                    |
| <input type="checkbox"/> Agriculture, Forestry, Fishing, and Hunting | <input type="checkbox"/> Mining, Quarrying, and Oil and Gas Extraction    |
| <input type="checkbox"/> Arts, Entertainment, and Recreation         | <input type="checkbox"/> Professional, Scientific, and Technical Services |
| <input type="checkbox"/> Construction                                | <input type="checkbox"/> Real Estate and Renting/Leasing                  |
| <input type="checkbox"/> Education                                   | <input type="checkbox"/> Retail/Wholesale Trade                           |
| <input type="checkbox"/> Educational Services                        | <input type="checkbox"/> Technology/Bio-Tech                              |
| <input type="checkbox"/> Finance and Insurance                       | <input type="checkbox"/> Transportation, Warehousing, and Utilities       |
| <input type="checkbox"/> Government/Public Administration            | <input type="checkbox"/> Waste Management and Remediation Services        |
| <input type="checkbox"/> Health Care and Social Assistance           | <input type="checkbox"/> Other _____                                      |

Comments:

## Health Insurance Coverage

- 11.** Is health insurance coverage provided to your employees?  
 Yes - Please ANSWER questions 12-18       No - Please SKIP to the next section, starting on page 12
- 12.** Percentage (%) of workforce that receives benefits: \_\_\_\_\_
- 13.** Does the insurance coverage include clinical preventive services? Clinical preventive services include “services that are typically performed in a clinical setting and are conducted by a health professional” and prevent, detect, or reduce the disability as a result of, a disease or injury.  
 Yes       No
- 14.** Does the insurance coverage include services related to emotional well-being?  
 Yes       No
- 15.** Does the insurance coverage include services related to tobacco cessation?  
 Yes       No
- 16.** Does the worksite offer or provide healthcare coverage for employees and their families for prevention and rehabilitation of the following?  
 (Healthcare coverage may be defined as screening, testing, counseling, immunization, preventive medicine, or preventive treatment, as appropriate.)

Heart Disease	Stroke	Diabetes	Cancer	Lung Disease
<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No
<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so
<input type="checkbox"/> Offers or provides access to healthcare coverage, but coverage for prevention and rehabilitation is limited	<input type="checkbox"/> Offers or provides access to healthcare coverage, but coverage for prevention and rehabilitation is limited	<input type="checkbox"/> Offers or provides access to healthcare coverage, but coverage for prevention and rehabilitation is limited	<input type="checkbox"/> Offers or provides access to healthcare coverage, but coverage for prevention and rehabilitation is limited	<input type="checkbox"/> Offers or provides access to healthcare coverage, but coverage for prevention and rehabilitation is limited
<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes

17. Does the worksite have an agreement with the health insurance provider(s) to conduct onsite health screenings (such as blood pressure screenings, vaccinations, etc.)?

- Yes       No

18. If possible, please list your health insurance provider(s):

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Comments:

## Worksite Wellness Policies and Programs

### Lactation

19. Are breastfeeding support programs considered an integral part of your worksite wellness initiatives?

- No
- No, but there are plans to integrate support programs into wellness initiatives
- Yes

20. Does the worksite have written policies on lactation that commit to the following?

	No	No, but there are plans to do so	Yes
Allows mothers reasonable break time to express milk during the work day	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provides access to lactation accommodations that are easily accessible, including a private non-bathroom place	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
All breastfeeding women have access to lactation accommodations (i.e. exempt and non-exempt employees, volunteers, contractors, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. Does your organization have specific written policies to guide lactation programs or practices?

- Yes
- No

Comments/Other activities that support lactation:

## Tobacco Use

**22.** Does the worksite have programs or practices on tobacco use that commit to the following?  
(Please select all that apply.)

- Smoke-free entrances
- Smoke-free facilities (no designated smoking areas)
- No-smoking signs are posted at all entrances/exits
- Provide tobacco addiction treatment
- Provide quit smoking resources to staff and contractors
- Provide quit smoking resources to clients/patients (if applicable)
- Distribute quit smoking information at community events (if applicable)
- Promoting the California Smokers Helpline (1-800-NO BUTTs) information on site and as a link on the company website

**23.** Does your organization have specific written policies to guide tobacco programs or practices?

- Yes
- No

**24.** Are tobacco cessation (quitting tobacco use) classes offered?

- Yes - Please ANSWER question 25
- No - Please SKIP to question 26

**25.** Where are cessation classes offered?

- Onsite
- Offsite

Comments/Other activities that support tobacco cessation:

## Physical Activity

- 26.** Does the worksite have programs or practices on physical activity that commit to the following?  
(Please select all that apply.)
- Allows employees to use flex-time to engage in physical activity
  - Provides incentives to all employees for engaging in physical activity, including allowing employees to exercise during paid-time and /or on their own time
  - Offers company sponsored fitness oriented programs for employees other than an exercise facility
  - Provides exercise/physical fitness messages and information to employees
  - Provides prompts to promote physical activity, such as signs to take the stairs, stretches at the copy machine, etc.
- 27.** Does your organization have specific written policies to guide physical activity programs or practices?
- Yes
  - No
- 28.** Does the worksite offer or provide access to free or reasonably priced physical activity/fitness programs for the employees?  
(“Provide access to” means the worksite has a special arrangement for employees to take classes on-site or at an off-site facility. Examples of such “programs” include: classes, workshops, facilities, special events.)
- No
  - No, but there are plans to do so
  - Offers or provides access to physical activity/fitness programs, but they are not easily accessible
  - Yes

Comments/Other activities that support physical activity:

## Nutrition

**29.** Does the worksite provide the majority of employees access to the following?

(Please select all that apply.)

- Break room
- Cafeteria
- Refrigerator
- Freezer
- Microwave

**30.** Does the worksite have programs or practices on nutrition that commit to the following?

(Please select all that apply.)

- On-site cafeterias following healthy food preparation guidelines and practices (e.g. steaming, low-fat, low calorie, salt substitutes, limited frying, etc.)
- Healthy food options for any meetings, conferences, or training offered by the worksite or vendors
- Vending machines and/or onsite cafeteria offers nutritious food options as 25% of the total choices
- Healthy eating messages to the employee population (delivered via email messages, payroll stuffers, bulletin boards, etc.)
- Supporting prompts to promote and identify healthy food/snacks/drink choices near vending machine(s) or on-site cafeteria
- Supporting nutrition education classes during duty time (flex-time)

**31.** Does your organization have specific written policies to guide nutrition programs or practices?

- Yes
- No

**32.** Does the worksite offer or provide easy access to free or reasonably priced nutrition education/weight management programs for the employees?

- No
- No, but there are plans to do so
- Yes

Comments/Other activities that support nutrition:

### Health Screening and Disease Management

**33.** Does the worksite offer or provide easy access to free or reasonably priced health screenings for employees at a minimum of one time a year?

Height and Weight Measurements	Blood Pressure Check	Cholesterol Screening	Diabetes/Blood Sugar Screening	Individual Health Risk Appraisal
<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No	<input type="checkbox"/> No
<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so	<input type="checkbox"/> No, but there are plans to do so
<input type="checkbox"/> Yes, but health screenings are not provided on-site	<input type="checkbox"/> Yes, but health screenings are not provided on-site	<input type="checkbox"/> Yes, but health screenings are not provided on-site	<input type="checkbox"/> Yes, but health screenings are not provided on-site	<input type="checkbox"/> Yes, but health screenings are not provided on-site
<input type="checkbox"/> Yes, and health screenings are provided on-site	<input type="checkbox"/> Yes, and health screenings are provided on-site	<input type="checkbox"/> Yes, and health screenings are provided on-site	<input type="checkbox"/> Yes, and health screenings are provided on-site	<input type="checkbox"/> Yes, and health screenings are provided on-site

**34.** Does the worksite offer or provide easy access to free or reasonably priced one-on-one or group lifestyle counseling and follow-up monitoring for employees with chronic conditions?

- No
- No, but there are plans to do so
- Yes

Comments/Other activities that support health screening and disease manage:



## Job Satisfaction and Emotional Well-Being

- 35.** Does the worksite have written policies on job satisfaction and emotional well-being that commit to the following?  
(Please select all that apply.)
- Employee Assistance Program
  - Floating paid time off days
  - Support for flex schedules
  - Telecommuting
- 36.** Does the worksite collect information on job satisfaction from employees?
- Yes - Please ANSWER question 37
  - No - Please SKIP to question 38
- 37.** Does the employer utilize collected information on job satisfaction from employees?
- Yes
  - No
- 38.** Does the worksite offer or provide easy access to free or reasonably priced emotional well-being screenings for employees?  
(“Provide access to” means that the worksite has a special arrangement for employees to receive either on- or off-site emotional well-being screening. Examples of items that are part of “emotional well-being” include depression screening or stress screening.)
- No
  - No, but there are plans to do so
  - Yes
- 39.** Does the worksite provide stress management programs?
- Yes
  - No
- 40.** Does the worksite provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address subjects such as depression, substance abuse, stress, etc.?
- Yes
  - No

Comments/Other activities that support job satisfaction and emotional well-being:

## Worksite Wellness Policies and Programs for a Diverse Workforce

41. Do your worksite wellness policies consider or address the needs of a culturally diverse workforce?
- No
  - Policies do not consider or address the needs of a culturally diverse workforce, but there are plans to revise them
  - Yes
42. Do your worksite wellness programs, such as nutrition education and physical activity classes, address the needs of a diverse workforce?
- Yes
  - No
43. When your organization designed its worksite wellness program, which (if any) of the following factors were considered?  
(Please select all that apply.)
- Literacy levels of employees
  - Languages spoken by employees
  - Languages read by employees
  - Cultural differences among employees
  - Customizing programs for unique employee populations
  - None
  - Other (Please explain in comments.)

Comments/Other activities that support worksite wellness policies and programs for a diverse workforce:

## Organizational Support for Worksite Wellness Programs

44. Does the worksite have a programs or practices outlining the requirements and functions of a comprehensive worksite wellness program?
- No
  - There is no policy, but there are plans to create one
  - There is a policy, but it needs modification to meet the needs of the worksite
  - Yes
45. Does the worksite have a representative committee that meets regularly to oversee worksite wellness programs, including physical activity and nutrition programs?
- No
  - There is no committee, but there are plans for one
  - There is a committee, but it is not representative or it meets less than once a month
  - Yes
46. Does the organization communicate management support for worksite wellness (e.g., personal address, memo, newsletter article, etc.)?
- Yes
  - No

Comments/Other organizational supports for worksite wellness programs:

## Employer Readiness

- 47.** To what extent to do you agree or disagree that each outcome listed below would be improved if your worksite enhanced its worksite wellness programs?  
(Circle one response for each possible outcome.)

Possible Outcome	Strongly Disagree			Strongly Agree	
A. Your company's health care costs	1	2	3	4	5
B. Morale of your employees	1	2	3	4	5
C. Health of your employees	1	2	3	4	5
D. Production levels	1	2	3	4	5
E. Absenteeism levels	1	2	3	4	5
F. Financial stability of your company	1	2	3	4	5
G. Public image of your company	1	2	3	4	5
H. Ability to recruit new workers	1	2	3	4	5
I. Employee relations	1	2	3	4	5

- 48.** If your worksite does NOT currently have a wellness program, to what extent to do you agree or disagree that outcomes such as those listed above could be improved if your worksite implemented worksite wellness programs?  
(Please select one response.)

	Strongly Disagree				Strongly Agree
	1	2	3	4	5

49. For each of the following actions listed below, select the response that best describes your worksite:

	No, no intention to start	No, but there are plans to start within 6 months	No, but there are plans to start within 30 days	Yes, but for less than 6 months	Yes, for the past 6 months or longer
A. Offer worksite wellness programs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Allow employees company time to attend worksite wellness activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Encourage employees to attend worksite wellness activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Offer incentives to employees to attend worksite wellness activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Make special efforts to encourage the participation of employees who have not participated in worksite wellness activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Distribute flyers, announcements and brochures regarding worksite wellness activities to employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Actively promote worksite wellness activities at management or other company wide meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
H. Promote worksite wellness activities in department or team meetings	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I. Supervisors or managers discuss the benefits of worksite wellness with the employees they supervise	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
J. Allow employees to spend 30 minutes or more per week to work on worksite wellness related tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
K. Convenes a worksite wellness advisory committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	No, no intention to start	No, but there are plans to start within 6 months	No, but there are plans to start within 30 days	Yes, but for less than 6 months	Yes, for the past 6 months or longer
L. Allow employees to serve on the worksite wellness advisory committee	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
M. Allow employees to introduce or support new policies that promote worksite wellness at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N. Support policies that promote healthy behavior at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
O. Enforce policies that support healthy behaviors at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments/Other activities that support employer readiness:

## **Thank You for Completing the Worksite Wellness Inventory!**

The County of San Diego appreciates your time in completing this Worksite Wellness Survey. Once the completed survey is received in our office, within two business days you will receive an email with the results of your survey responses. These results will allow you to identify areas of worksite wellness that are successful as well as those that may need improvement. When information has been received from all the employers we have surveyed you will be emailed a report that will allow you to examine your worksite wellness policies, practices, and programs in relation to other large employers in San Diego County.

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