



City of San Antonio City Employee Health and Wellness Strategic Plan

Since 2006, the City has worked to improve the lives of employees through competitive wages, shared financial responsibility for healthcare, employee development and input on City services. A good example of the way the City is improving our workforce is through the development of a positive culture of wellness. Recently, there have been concerns about the City's move toward healthier options in the vending machines. The City is increasing the availability of healthier options, but employees still have the choice to bring their own snacks/refreshments.

This effort is part of the City's Health and Wellness Strategic Plan and one of the more than 20 initiatives to assist in improving the health and wellness of City employees. In 2007, the City developed a City Employee Health and Wellness Strategic Plan. As part of the Plan, an Employee Wellness Manager position was created in the Human Resources Department to oversee the implementation of the Strategic Plan and Employee Health and Wellness Program. The Strategic Plan addresses three major goals: Create and Maintain a Corporate Culture of Health, Establish and Maintain a Healthy Work Environment and Enhance the Employee Benefits Plan.

Strategic Plan Health and Wellness Initiatives:

- Wellness Rewards Program (Financial incentive)
- City Employee Health + Wellness Center (Health Clinic)
- Tobacco Cessation Program
- Quarterly Health Expos
- Employee Wellness Program website
- Special Fitness Center Rates
- Weight Watchers at Work
- Half Marathon Training Program
- Employee Cycling Club
- Bike Share Program
- Annual City Manager's 5K Run/Walk
- Healthy food options at City meetings and events
- Interactive health stations at 11 worksites to monitor blood pressure and weight
- Worksite vending machine upgrades to include healthier options
- "Point-of-decision" prompts at elevators, stairwells, vending machines and break rooms to encourage healthy eating and/or physical activity
- Bathroom Banter (Informational one-pager posted in bathrooms)
- 100% coverage for annual physicals, screenings and immunizations
- Employee Assistance Program
- NurseLine
- Disease Management Program

This fiscal year, the City will spend \$84 million in employee health and medical benefits. The investment in City employees through the Health and Wellness Strategic Plan is important because it provides employees opportunities and options to make healthy choices. Since the inception of the Wellness Program in 2007, great strides have been made to improve and maintain the overall health of City employees, and the program is continually evolving to meet employees' needs. For more information about the Employee Wellness Program, call 207-WELL (9355), e-mail wellness@sanantonio.gov or visit www.sanantonio.gov/hr/employee_information/wellness.