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SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

ORDINANCE NO. 07-060

AUTHORIZING A WELLNESS PROGRAM FOR EMPLOYEES AND
ADOPTING A NEW CHAPTER 3.35 SCC

BE IT ORDAINED:

Section 1. A new chapter is added to Title 3 of the Snohomish County Code to
read:

Chapter 3.35
EMPLOYEE WELLNESS PROGRAM

- 3.35.010 Employee wellness program authorized
- 3.35.020 Eligibility to participate
- 3.35.030 Program guidelines and administration
- 3.35.100 Sunset

3.35.010 Employee wellness program authorized.

The county executive is authorized to create an optional wellness program for county employees to encourage employees to engage in healthy living practices. The program may include health risk assessment, screening, education and similar elements to promote healthy living practices.

3.35.020 Eligibility to participate.

Every regular full time and regular part time employee of the county is eligible to participate in the employee wellness program authorized by this chapter, except to the extent such participation is inconsistent with the county's obligations under Chapter 41.56 RCW.

3.35.030 Program guidelines and administration.

(1) The employee wellness program authorized by this chapter shall be administered by the director of human resources. On at least an annual basis, the director shall communicate program activities and related incentives to eligible employees.

(2) Participation in the employee wellness program shall be voluntary and no wellness program activity may be included within the official duties of any employee of Snohomish County.

1 (3) The employee wellness program may reward employee participation in
2 program activities by providing monetary, merchandise, or other incentives based on an
3 employee's level of participation. An employee's receipt of wellness program incentives
4 shall remain contingent upon completion of program activities and upon sufficient
5 budget appropriation for the specific purpose of funding program incentives.

6 (4) Where a collective bargaining agreement is in effect with respect to particular
7 employees, such agreement shall control to the extent that its provisions conflict with
8 elements of the employee wellness program.

9
10 3.35.100 Sunset

11 Chapter 3.35 SCC, as now or hereafter amended, is repealed effective on the
12 date six years following enactment unless re-enacted prior to that date.

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14 PASSED this 8th day of August, 2007.

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17 SNOHOMISH COUNTY COUNCIL
18 Snohomish County, Washington

19 *Dave Sorrell*
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21 Chairperson

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23 ATTEST:

24 *Barbara Detorsti*
25 Clerk of the Council, *Asst.*

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28 APPROVED

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30 () EMERGENCY

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32 () VETOED

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DATE: 8/9/07

Mark Soine
County Executive
MARK SOINE
Deputy Executive

ATTEST:

Cora E. Palmer

Approved as to form only:

Alan J. Thibault
Deputy Prosecuting Attorney

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