



JIF Employee Wellness Program

Targeting Wellness, LLC

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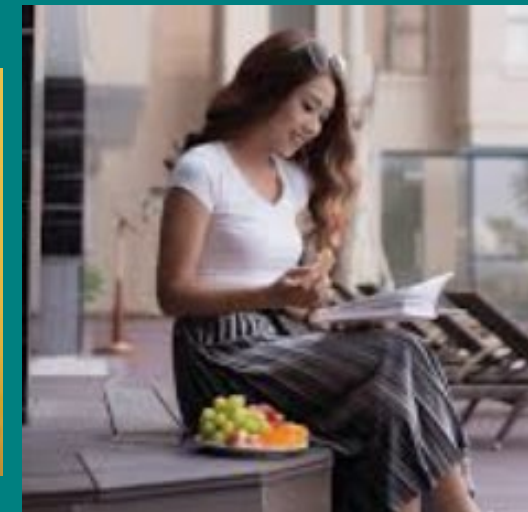
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A Few Observations

- People value their own well-being
- They know what needs to be done
- Many are overwhelmed, stressed out, anxious
- Many are doing jobs they have never had to do before
- Some are counting the days till retirement
- Others are leaving for a different town or different career

The Workplace Has Changed



One Thing Remains Constant: The Importance of...



Planning Your Annual Wellness Program

- Appoint a wellness coordinator/create a committee
- Create a “culture” of wellness
- Find out what your employees need



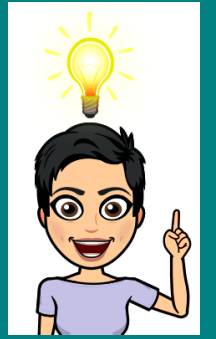
Planning Your Annual Wellness Program

Questions you might contemplate:

- **How often and what do you focus on?**
 - Monthly? Quarterly? On-going? Special Event?
 - Theme based:
 - Health observance for that month
 - Seasonal
 - Six pillars of lifestyle medicine
- **What has worked and what hasn't?**



Brainstorming Session

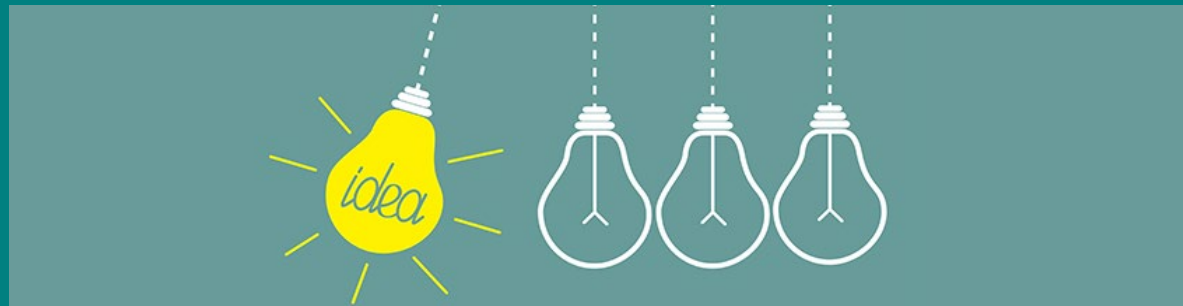


All 3 JIF Wellness Coordinator's Invited

- 8 BURLCO Municipalities Represented
- Common Challenge: Participation
- Main Take-away:
- Peer Support and Shared Ideas

Some Wellness Initiatives

- **Educational workshops**
- **Healthy snack days** to show appreciation (pre-approved)
- **De-stress events**
- **Fun challenges** to build morale and camaraderie
- Promote your **EAP program**



Wellness Funds Reimbursement Guidelines

- Allocated based on municipality size
- Used throughout the year to encourage employee well-being
- Reimbursed after funds are spent
 - Submit receipts and voucher by Nov. 30th of 2022 or encumber
 - Encumbered funds must be used by Feb. 1st of 2023.



NEW

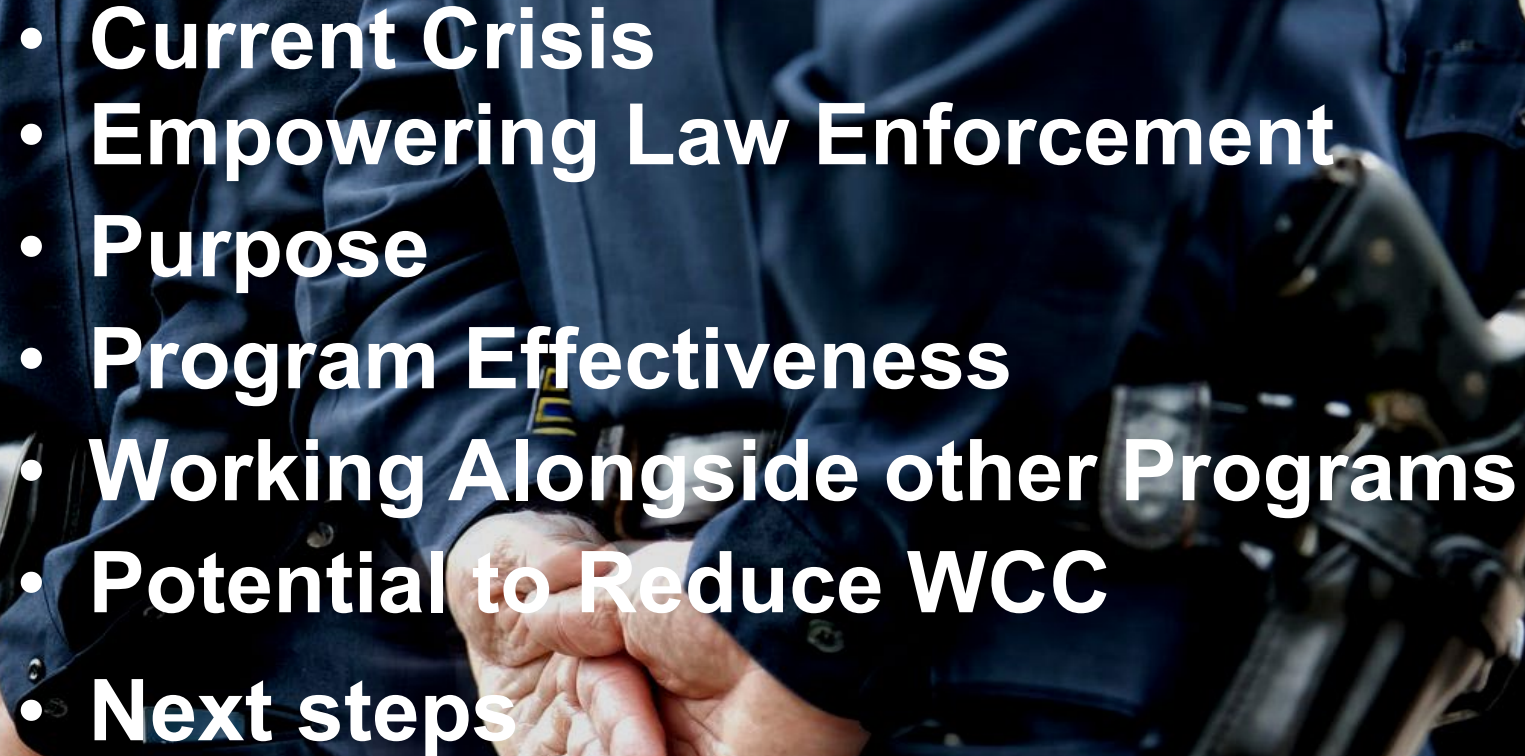
Wellness Advisory Committee

- Act as a focal point for communication
- Provides recommendations
- Explore ways to increase participation
- Identify services to reduce comorbidities



Supporting Law Enforcement

Transformational Leadership & Crisis Response

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- **Current Crisis**
 - **Empowering Law Enforcement**
 - **Purpose**
 - **Program Effectiveness**
 - **Working Alongside other Programs**
 - **Potential to Reduce WCC**
 - **Next steps**

A photograph of a stage with heavy red curtains. The curtains are drawn back slightly on the left and right sides, revealing a wooden floor. The lighting is warm and focused on the center of the stage.

“Life is not a dress rehearsal.”

Questions or Comments?

