



EXECUTIVE ORDER NO 17-01

STATE AGENCY EMPLOYEE WELLNESS

Every day, Oregonians face the risks of deadly and costly chronic conditions, including heart disease, stroke, diabetes, asthma, arthritis, and cancer. State employees are not immune to these risks. These chronic conditions are often preventable. As one of the largest employers in Oregon, state government recognizes that employers can provide a workplace environment that supports health and well-being.

State employees are state government's most valuable resource. State employees provide Oregonians with essential services, including protecting and preserving Oregon's natural resources, maintaining and improving the state highway system, supporting families and children, and ensuring public safety. Healthy, empowered and engaged employees are integral to the effective delivery of state services. They are also critical assets at home, with their own families. Parents and caregivers are an important influence on their family members and play a key role in modeling and teaching healthy habits. By supporting the health and well-being of state employees, the State of Oregon can also help families be healthier.

Comprehensive and coordinated worksite wellness efforts have been shown to increase employee health and well-being. By improving health and well-being of state employees, state agencies will be better able to serve Oregonians and to accomplish their missions by improving productivity and slowing increases in health care costs.

In order for state employees to take charge of their own health, they need comprehensive benefits, such as those provided by the Public Employees' Benefit Board, and supportive workplaces. A supportive workplace has structures, systems, and policies in place to promote and support health and wellness. State agencies are responsible for developing, implementing, and evaluating workplace wellness related efforts.

NOW THEREFORE, IT IS HEREBY DIRECTED AND ORDERED:

1. The Public Employees' Benefit Board (PEBB) shall appoint a state Wellness Manager. The Wellness Manager shall facilitate the Coordinating Council, as referenced in paragraph 2(a) of this order; assist with the development and implementation of the Coordinating Council's communications plan; and provide training and technical assistance on evidence-based worksite wellness to agency wellness committees. The Wellness Manager shall be the Council's liaison with PEBB, the Oregon



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Health Authority (OHA) Public Health Division, the Department of Administrative Services (DAS), state agency leaders, and the Governor's Office. The Wellness Manager shall develop a system for accountability and evaluation and will be responsible for compiling data and reporting on progress to the Coordinating Council, PEBB, OHA Public Health Division, DAS, agency leaders, and the Governor's Office.

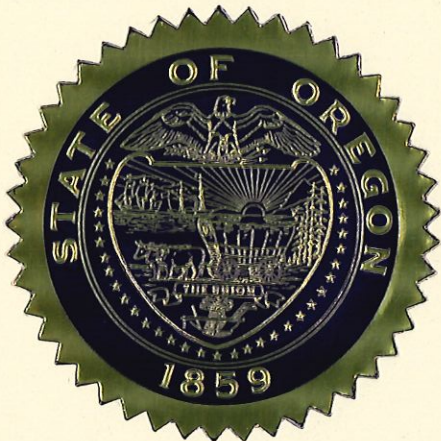
2. Within 240 days after this order is signed, DAS in conjunction with PEBB shall establish a policy to develop and implement an infrastructure for continued and sustainable employee wellness. The policy shall:
 - (a) Establish a Coordinating Council to provide guidance to agencies, PEBB, and the Governor's Office on evidence-based worksite wellness. The Coordinating Council shall be comprised of agency leaders, including leadership from the OHA Public Health Division, PEBB, DAS, the Governor's Office, and union representatives, including at least two representatives from each of the two largest unions and a representative from a smaller labor union. The council shall consist of at least 15 individuals in order to ensure broad representation. The Coordinating Council will develop and implement a state employee communications plan addressing the primary drivers of increased health care costs, including tobacco use, poor nutrition, lack of physical activity and employee stress and depression.
 - (b) Address how PEBB-covered employers that are not state agencies, including Oregon Public Universities or local governments, may participate in actions described in this order and request technical assistance from the Wellness Manager.
 - (c) Allow the state Wellness Manager, in conjunction with the Coordinating Council, to recommend statewide policies to DAS that support agency health and wellness.
 - (d) Require state agencies to complete a wellness plan, as outlined in paragraph 3, and report on implementation progress.
3. State agencies shall complete a two-year agency wellness plan detailing the agency's objectives and activities to assess and improve employee health in accordance with the policy adopted by DAS and PEBB in paragraph 2 of



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this order. The wellness plan shall be reviewed by the Coordinating Council and the state Wellness Manager. The initial wellness plan shall be completed within one year of the date this order is signed. Agencies shall update wellness plans every two years and report on implementation progress to the Wellness Manager as required in the DAS policy implementing this order.

Done at Salem, Oregon, this 25TH day of January, 2017.



Handwritten signature of Kate Brown in blue ink.

Kate Brown
GOVERNOR

ATTEST:

Handwritten signature of Dennis Richardson in green ink.

Dennis Richardson
SECRETARY OF STATE