
SENATE CONCURRENT RESOLUTION

ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT WORKSITE WELLNESS PROGRAMS AND IDENTIFY A MANAGER TO SERVE AS THE WELLNESS LEADER.

1 WHEREAS, since many employees in the United States spend a
2 majority of their waking hours in the workplace, the workplace
3 has become a venue for investments in health; and
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5 WHEREAS, effective worksite wellness programs can attract
6 employees, improve productivity, enhance employee morale and
7 organizational commitment, reduce turnover, and reduce
8 organizational conflict; and
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10 WHEREAS, a review of thirty-six peer-reviewed studies of
11 wellness programs in large firms found that average employer
12 medical costs decreased \$3.27 for every dollar spent on wellness
13 programs, and costs for the days that employees were absent
14 decreased an average of \$2.73; and
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16 WHEREAS, a large majority of state and local governments
17 have established wellness programs, preventive care policies,
18 and have used incentives to achieve specific workforce-related
19 goals, most notably improving employee health and controlling
20 health care costs; and
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22 WHEREAS, worksite wellness policies and procedures allow
23 government agencies to develop activities and modify work
24 environments and policies to support the health and well-being
25 of employees and address administrative barriers to enable
26 effective worksite wellness interventions; and
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28 WHEREAS, on October 1, 2014, the State of Hawaii's
29 Department of Human Resources Development approved Policy No.
30 801.001 to authorize and encourage state agencies to create and



1 maintain worksite wellness initiatives for their employees for
2 the benefit of the State and its employees; now, therefore,
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4 BE IT RESOLVED by the Senate of the Twenty-ninth
5 Legislature of the State of Hawaii, Regular Session of 2017, the
6 House of Representatives concurring, that each state agency and
7 department is encouraged to implement worksite wellness programs
8 consistent with the Department of Human Resources Development
9 Policies and Procedures for worksite wellness in Policy No.
10 801.001; and
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12 BE IT FURTHER RESOLVED that each state agency and
13 department is encouraged to identify a manager to serve as the
14 wellness leader to collaborate with executive management and
15 employees to create a worksite wellness infrastructure, oversee
16 the development and implementation of employee wellness policies
17 and committees, and provide ongoing assessment and monitoring of
18 the effectiveness of worksite wellness programs; and
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20 BE IT FURTHER RESOLVED that certified copies of this
21 Concurrent Resolution be transmitted to the Director of Human
22 Resources Development who shall forward copies of this
23 resolution to the heads of all state departments, the
24 Chairperson of the Board of Trustees of the Hawaii Employer-
25 Union Health Benefits Trust Fund, the Chief Executive Officer of
26 the Hawaii Medical Service Association, and the Chief Executive
27 Officer of Kaiser Foundation Health Plan, Inc.

