

Achieving Employee Wellness in the State Workforce.

A growing body of research indicates that wellness programs positively influence employee behavior and workplace productivity.

In an employee engagement & satisfaction survey ... 86 percent of CalSTRS employees indicated that it was important that we promote health and well-being

CalSTRS views employee wellness as an extension of our core values ... and an expression of our sustainable culture.

Sustainable wellness objectives ... such as our *Be Well at CalSTRS* program ... are integrated into our everyday business practices at every level of our operations.

We believe a sustainable employee culture promotes an engaged employee culture, reduces absenteeism & encourages employee retention

CalSTRS values our employees as active partners in these efforts.

To ensure increased engagement in our workforce ... we have instituted wellness programs in our workspaces ... built it into our building's foundation ... and encourage it in our lifestyles.

We offer an on-site wellness coordinator who facilitates and markets our wellness initiatives ... along with a wellness committee made up of representatives throughout the organization.

On every floor we post information and updates on activities and themes including smoking cessation and weight loss.

CalSTRS Headquarters maintains a LEED Platinum certification – harnessing natural light for illumination and an open space work configuration.

With limited closed offices there are views of the Sacramento landscape from almost every workstation in the building.

Our building is adjacent to the Sacramento River with access to the Riverwalk Parkway.

By benefit of our location we can promote an active lifestyle.

Employees often utilize the one-mile walking loop along the River Parkway.

Our Headquarters facility includes almost 5,000 square-feet of fitness center space with lockers and includes cardio and strength training equipment as well as a yoga studio.

Employees have free access to the fitness center through extended hours on weekdays and weekends.

Bicycle commuters are afforded individual lockers to store personal items in support of those who employ alternative forms of transportation.

This, in part, has helped us reduce conventional car trips and contributes towards our alternative transportation goals.

We also operate a bicycle library with eight bicycles available (including helmets and locks) for employees to check out during breaks and lunches.

CalSTRS encourages physical and mental wellness by providing three walking work/stations in designated areas of the building.

Catching up on emails, participating in conference calls and other day-to-day work activities can all be accomplished while utilizing the walking work/stations.

Our sustainable culture cascades into healthy choices in many other ways as well.

In October 2015 CalSTRS became one of the first state agencies to promote a farm to fork lifestyle when we broke ground on CalSTRS Waterfront Gardens.

This small-scale urban garden is maintained by Water Front Café employees (which is our on-site eatery)

Organic, seasonal produce is used in a variety of dishes available to CalSTRS employees and visitors.

The Waterfront Café provides a host of healthy options and publishes calorie counts on many menu selections.

We also participate in Community Supported Agriculture (CSA), a weekly produce delivery service from Say Hay Farms.

The farm delivers boxes of local and organic produce that is reasonably priced and grown in Yolo County.

CalSTRS also promotes a variety of other ongoing programs.

In addition to the 63 Blood Drive events and ongoing “Weight Watchers at Work” programs

We host “Lunch and Learn” lecture series and annual Employee Wellness Fairs.

Our “Top Loser” program promotes healthy weight loss through a 12-week challenge.

And activity-oriented competitions like “Stair-Wars” and Step-Jockey encourage the use of our stairwells.

In 2012 CalSTRS participated in the Blue Shield sponsored Bill of Good Health pilot program commissioned by PERS’ Health Benefits Committee.

The Bill of Good Health program encouraged employees to assess their current health status, promote healthy goal setting and increase their activity through:

- Biometric screenings
- A run/walk program
- And a variety of other activities

622 employees were screened in the program totaling a 73 percent participation rate.

At any time our employees can learn more about our *Be Well at CalSTRS* program on our intranet where they can also find preventive tips, healthy recipes, inspirational videos and a guide to other wellness resources.

CalSTRS strives to be an employer of choice and as such we have an opportunity to encourage the health of our employees.

Our wellness program is more than diet and exercise

It serves the gambit of wellness factors, from environment to disease prevention, mental health, food choices and education - To general awareness.