



**Executive Directive 05-111**  
**Shape Up At Work Strategies**

April 26, 2006

By virtue of the power and authority vested in me by Section 3.100 of the San Francisco Charter to provide administration and oversight of all departments and governmental units in the executive branch of the City and County of San Francisco, I do hereby issue this Executive Directive to become effective immediately:

**1. City and County of San Francisco declares its commitment to worksite wellness by adopting the San Francisco Shape Up at Work Strategies.**

By adopting and implementing the Shape Up at Work Strategies, San Francisco will lead the way in worksite-based injury/illness prevention and health promotion. Workplace wellness strategies benefit both the employer and employee, and are the first step toward creating healthy places for people to work safely and productively. Preventive health and wellness activities reduce the risk of chronic diseases and may increase productivity, which can reduce healthcare costs, workers' compensation costs and absenteeism.

The cost of employee healthcare benefits is skyrocketing for both employers and employees. It is estimated that for all employees who work in San Francisco, the annual costs of physical inactivity citywide exceed \$1.1 billion when accounting for medical, workers compensation, and lost productivity (Source: Robert Wood Johnson, Active Living Leadership, Calculator). Moreover, according to research in the Employee Benefit Plan Review and American Journal of Health Promotion, worksite wellness programs, in addition to creating a more positive work environment, deliver a return on their investment.

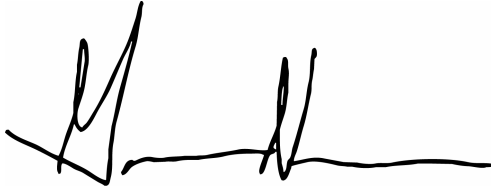
**2. Departments shall incorporate their commitment to employee health and wellness strategies into their mission/vision/values statements by June 30, 2007.**

**3. City and County of San Francisco Department Directors with assistance from the Departments of Human Resources, Public Health, and Health Service Systems, will *begin* to implement the San Francisco Shape Up at Work Strategies.**

- a) Changing norms, behaviors and procedures takes time. To that end, Departments are not expected to implement all the Strategies at one time. Starting now and over the course of FY 2006/2007, however, departments shall implement a total of **six strategies** (two from each of the three areas): Organizational Policy & Culture, Education & Awareness, and Access & Programs. (see Shape Up at Work companion document)

b) Departments shall develop a five-year implementation plan that will implement at least 75% of the Shape Up At Work Strategies.

For questions or support, please contact Human Resources Director Phil Ginsburg the Department of Human Resources at 557-4800.

A handwritten signature in black ink, appearing to read 'Gavin Newsom', with a long horizontal line extending to the right.

Gavin Newsom  
Mayor