

GENERAL DISTRIBUTION

**WEST VIRGINIA
DIVISION OF CORRECTIONS
& REHABILITATION**

NUMBER: 143.01

EFFECTIVE DATE: 01 September 2026

SUBJECT: STAFF WELLNESS

POLICY DIRECTIVE

PURPOSE:

To provide policy and procedure encouraging employees to participate and engage in health and wellness activities inside and outside of the agency.

REFERENCE:

ACA Expected Practices 5-ACI-1C-25, 5-ALDF-7C-04, and 5-JCF-7D-09.

RESPONSIBILITY:

No additional written instructions on this subject are required. Superintendents may enact Operational Procedures if additional details regarding staff wellness are required at their respective facility.

CANCELLATION:

Any previous written instruction on the subject.

APPLICABILITY:

All facilities and work units within the Division of Corrections and Rehabilitation (DCR). This Policy is available for general distribution.

DEFINITIONS:

None.

POLICY:

- I. All staff have access to on-going health and wellness education, and programs and activities. At a minimum, a program includes:

- Education on inherit health risks
- Monitored goals and objectives
- Engagement surveys
- A designated committee that has oversight of activities
- Periodic health screenings
- Incentives to encourage employee participation
- Linkages to support programs (e.g., employee assistance programs, critical incident response teams, etc.)

II. All employees of the Division of Corrections and Rehabilitation (DCR) have access to the Public Employees Insurance Agency (PEIA). In addition to health plans, prescription benefits, flexible benefits, and life insurance, PEIA offers health and wellness education and various care management programs.

ATTACHMENT(S): None.

APPROVED SIGNATURE:



David L. Kelly, Commissioner

09/01/2026

Date