



LiveWell@Work Case Study: Beverage Policy

CITY OF GOLDEN

Background: The City of Golden operates under the City Manager/Council form of government. The City of Golden has 200 full-time and over 300 part-time and seasonal staff, including City administration, Public Works, Planning and Economic Development, Parks & Recreation, Police and Fire. The City instituted a Wellness Program in 2006. They began a new wellness initiative in the early part of 2011 with a large-scale goal to make changes across all departments; however, they realized it was more reasonable to start with the HR department.

Small Step: The Human Resources department decided to eliminate soda at HR-sponsored events, such as quarterly employee meetings, employee picnic, lunch and learns, and the benefits fair.

Getting Started: The City of Golden's HR Department reviewed the annual organizational report on the overall wellness of their employees. While extremely healthy, weight management was a top concern. Thus, the HR Staff decided to eliminate soda at HR-sponsored events. HR staff became ambassadors of this initiative. They discussed the change and immediately implemented it at the next employee meeting.

Achieving Success: The HR department realized that if they did not offer soda, employees were less inclined to indulge in the sugary drink and would not go out of their way to purchase one outside of the building. Instead, healthier alternatives, such as iced tea, fitness water, and water were consumed more often. Few employees complained about

this specific change.

Benefit: Overall, the city is seeing changes in employee attitudes about health and has received feedback from employees that the program over the last two years has made it easier to choose healthy options. These options now extend beyond the elimination of soda at HR meetings. Other examples of healthy food changes at HR-sponsored programs include fruit as dessert at meetings and an Employee Recognition Committee coffee cart that serves yogurt parfaits instead of donuts and pastries, among many other changes.

Quote: “As part of our Wellness Initiative, we are committed to maximizing healthy food and beverage choices at all Human Resources Department sponsored functions.” *Teresa Reilly, Human Resources Director*



Employees snacking on fruit at an employee picnic.

