**HEALTHY WORKPLACE**

**Improve Your Employees’ Health and City’s Fiscal Health**

A healthy, productive work force is a top priority for any business to succeed. That goes for cities and towns, too. By promoting healthy choices at work, municipal employers across Colorado can provide the access, opportunity, support and encouragement needed for workers to actively participate in improving their personal health, and thereby your city’s fiscal health.

You see, obesity doesn’t just impact our waistlines. It impacts our bottom lines. From increased health care costs to higher rates of employee absenteeism, obesity affects the well-being and prosperity of the companies and organizations that help drive our state’s economy.

Supporting your employees with healthy workplace policies has a host of potential benefits:

- Increased productivity
- Fewer sick days
- Increased morale
- A positive impact on health care costs
- A positive impact on employee recruitment and retention

Joining the HEAL Cities & Towns Campaign may be the best move you ever make for the health of your employees and your bottom line. The Campaign can help you develop low or no-cost personnel and workplace policies that make a real impact. Here are four examples of healthy workplace initiatives with which we can help.

1. **EMPLOYEE WELLNESS POLICIES**

Crafting a wellness policy makes it official. Your city outlines the specifics of your wellness program, the desired objectives and the means to achieve them. Your policy might involve creating a Wellness Committee, who assesses the nutrition and physical activity environment within your workplace, and surveys employees about their needs and interests. Policies might also cover healthy catering guidelines for work events, allowing space for fitness equipment or supporting flexible work schedules to allow participation in wellness activities.

2. **ACCESS TO HEALTHY FOOD & BEVERAGES**

Setting healthy guidelines for vending machine food and beverages is a great opportunity for cities to create an environment that supports healthy choices. Foods consumed from vending machines, through concessions, and at other public food-service establishments are often high in calories, fat, sugar and salt. Making healthy food available at municipal buildings is one way to address obesity and overweight by enabling employees and visitors to eat a healthy diet.

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**3:1 ROI**

For every $1 dollar spent by employers in workplace wellness programs, there was an average savings of more than $3.

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*Baicker, Katherine, David Cutler, and Zirui Song. 2010. Workplace wellness programs can generate savings. Health Affairs 29(2): 304-311.*
3. HEALTHY BREAKS DURING THE WORK DAY

Some towns are building health breaks or healthy behaviors right into the workday.

- Take active breaks: Just one 10-minute physical activity break each day is beneficial. It stimulates muscles in the body as well as the mind.
- Encourage walking meetings: Employees can enjoy a change of scenery, boost energy, get some fresh air and burn a few calories too.
- Turn those stairwells into exercise routines: By unlocking doors to stairwells and providing adequate lighting, you can encourage employees to use them instead of the elevator.

4. HEALTHY MEETINGS

Meetings often comprise a major part of a municipal employee’s day. Sometimes, those meetings come with unhealthy foods and beverages, as well as sitting for long periods of time. Keep these work gatherings healthy by developing a healthy meeting policy. It might outline guidelines for healthy food and drink like making fruit and vegetables available or serving water instead of sugary drinks. Likewise, your policy could include activity breaks for longer meetings to keep attendees alert and focused.