



Worksite Wellness: *Be a City With a Healthy Workforce!*

Employee health is crucial to a productive workforce. Health care and lost productivity from obesity and physical inactivity cost the United States nearly \$210 billion every year.

Implement worksite wellness, increase employee satisfaction and reduce costs:

PASS AN EMPLOYEE WELLNESS RESOLUTION



Lay out your wellness goals within a resolution to be approved by your council.

Make sure your goals are smart by including a timeline for departments to incorporate wellness into department mission statements to implement workplace wellness policies and programs.

GET UP AND MOVE!

Build health breaks or healthy behaviors into the workday with 10 minute physical activity breaks or improve stairway access to get your employees moving! Institute stretch warm-ups, and host stress management and wellness workshops during lunch breaks.



OFFER HEALTHY SNACK CHOICES



Make the healthy choice the easy choice by setting nutrition standards for food sold or provided at city-owned and operated facilities, events and meetings.

Consider adding hydration stations to encourage water consumption over sugary drinks or simply make the switch to water for meetings and events.

PROMOTE BENEFITS OFFERED BY YOUR HEALTH PLANS

Use your HR department to promote the benefit options available through your existing health plans.

Resources often cover prevention, wellness activities, counseling and mental health services, health education, and access to weight loss, smoking cessation and physical activity programs.





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PROVIDE LACTATION ACCOMMODATIONS

Breastfeeding is the first line of prevention for childhood obesity, and providing support for breastfeeding mothers results in reduced employee absenteeism, as well as improved employee productivity and morale.

Are you meeting the state requirements?

Implementing Workplace Wellness in the Mid-Atlantic:

VIRGINIA:

The Town of Warrenton: Warrenton's [Commit to Be Fit Employee Wellness Policy](#) demonstrates the Town's commitment to supporting the health of its employees and to providing opportunities for staff to eat better and move more. This policy provides all employees: free membership and class access at the Warrenton Aquatic and Recreation Facility (WARF); incentives to earn free personal training sessions; flexible scheduling and paid time off to exercise; access to health information via the WARF newsletter; and, an option to purchase fresh produce through a weekly CSA pickup at a nearby fitness center parking lot. The Town has evaluated the program since its launch in 2016 and has seen consistently high employee participation and enthusiasm for the program. In 2017, the Town achieved Platinum, the HEAL Campaign's highest recognition level.

MARYLAND:

The Town of Bel Air: Bel Air's Wellness Committee was formed in 2008 to promote health and safety among municipal staff. Through this committee, the Town has successfully launched a number of new workplace wellness programs. The group initiated a program to subsidize employee gym memberships when employees meet certain criteria including: visiting a wellness facility at least eight times per month, attending an office Lunch 'N Learn event, and attending the annual Health Fair. The committee also helped pilot the FitKIK Pebble device, which employees attached to their shoes to track their walking and step counts. Further, the group has inspired fellow staff members to eat healthier by launching a healthy vending program and facilitating employee signups for a local CSA program. The Platinum level HEAL Town continues to collect participation data on these programs and events to assess progress and staff participation. So far, results have been positive with employees enthusiastically participating in a town-wide movement to get healthy and stay healthy.

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