

## What do you envision your municipality's health culture to be like in 2015?

- better air quality control
- energy efficient lighting
- solar power
- work staggered hours
- onsite fitness center
- peaceful; stress reduction; productivity achieved
- creates non-combative atmosphere with no stress among employees which carries over to interaction with the public
- makes work fun and enjoyable which leads to a healthier lifestyle
- 100% participation in wellness programs and everyone is excited to get involved
- collaborations with employees and wellness coordinator to develop programs
- \$\$\$ budgets/incentives \$\$\$
- part of the work day and/or paid workout time
- obtaining metrics (something to compare with each year; absenteeism, WC, participation, etc.)
- health assessment data is available
- there is a company policy endorsement of a healthy culture from the top; built into the mission and business plan
- stretching at meetings; walking meetings
- healthy food at meetings
- role models from supervisors and managers (no candy dishes, exercise, stretching)
- Take 10 (quick walk)
- peer support training for all (include in employee action plan)
- computer pop-ups, time to stretch (IT buy-in)
- fitness equipment onsite
- guy's stuff (touch football, laser tag, archery, paintball???)
- brown bag lunches (videos regarding healthy cooking, trends . . .)
- morning tai chi or drumming
- healthy employees pay less for health insurance
- wellness coordinator receives a stipend
- treadmill workstations are provided
- compost, recycling and reusing
- everyone had a stability ball chair
- 3X per week, each employee gets a 15-minute fitness break on company time

- each department has a designated person who makes sure all equipment is up to code
- fresh fruit is available for all facilities to have on hand all the time
- we offer educational workshops for employees and their families
- gym and fitness memberships are paid in full
- one person goes to all employees monthly to check on how things are going; how is the equipment? work environment? do you need anything?
- a larger % of employees are setting and achieving health and wellness goals
- safety in the workplace is a priority
- we have a more supportive work environment
- proactive employee meetings to discuss health and wellness initiatives
- all are active
- celebrate health
- family participation
- improved communication
- go outside
- self responsibility
- employee fitness/wellness space
- open, non-judgmental communication
- health care for all
- wellness strongly encouraged
- happy, supportive, non-judgmental
- have a better eating space
- have a calming space
- have improved technology
- site has been re-designed; we now have a safer traffic pattern for customers and staff
- we continue our wellness challenges and remain the donut-free zone
- we have met our weight loss goals
- our renovation includes a new gym for employees
- employees continue to feel valued
- we are co-located with the new police station
- quieter, more peaceful environment
- have planned, scheduled wellness activities
- regular meetings in new meeting space to promote wellness
- wellness incentive program in place
- instruction in fitness activities

- higher risk employees (DPW) are able to take advantage of training
- have re-established activities like walking
- have implemented buddy system for peer support
- we are better publicizing our wellness programs
- overall, our wellness program is more user friendly, more privacy
- more time for making use of wellness facilities