



HEALTHY  
EMPLOYEES

=

HEALTHY  
BUSINESS

A WORKSITE WELLNESS PROPOSAL





**“JOIN US IN OUR MISSION TO  
MAKE SALT LAKE COUNTY THE  
HEALTHIEST PLACE IN THE  
COUNTRY. AFTER ALL, IT’S  
GOOD BUSINESS.”**

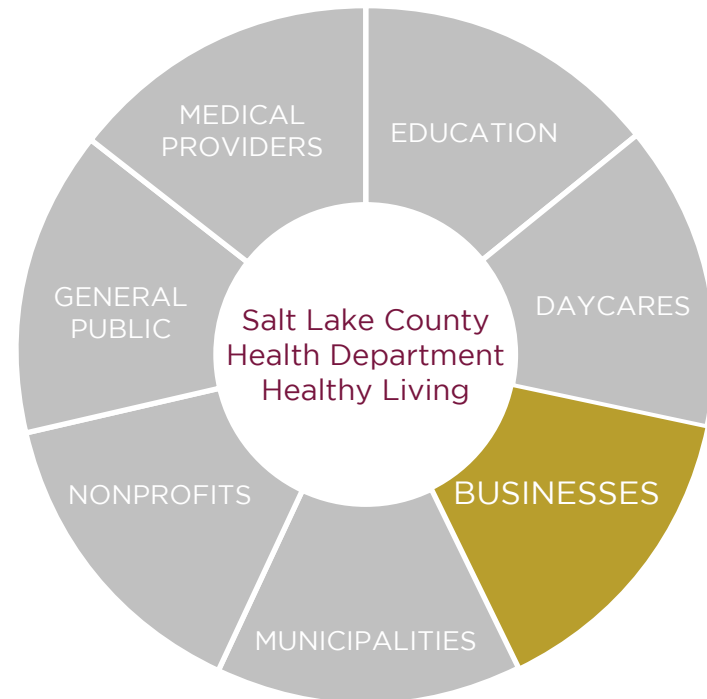
**ANGELA C. DUNN, MD, MPH  
EXECUTIVE DIRECTOR  
SALT LAKE COUNTY HEALTH DEPARTMENT**

# WE'RE ABOUT MORE THAN BIRTH CERTIFICATES AND RESTAURANT INSPECTIONS

## IT'S ABOUT HEALTHY LIVING

The Healthy Living Program offered by the Salt Lake County Health Department does more than you think. We offer research-based programs and activities for businesses that improve the health and lifestyles of employees, which, in turn, helps business succeed.

Our goal is to make Salt Lake County, the healthiest county in the country. To do that, we need your help to reach out to businesses throughout the county and help them organize and execute a wellness plan that will help their employees work, play and live healthier lives. We provide actionable ways for employers to easily follow laws and regulations or enhance their wellness programs with little effort.



# EMPLOYER HEALTH COSTS BY THE NUMBERS

**13**

AVG. NUMBER OF WORK DAYS MISSED PER YEAR OF A FULL-TIME EMPLOYEE WITH HEART DISEASE

**\$30B**

COST TO EMPLOYERS FOR DIABETES TREATMENT AND RELATED LOST PRODUCTIVITY

**27%**

RAISE IN EMPLOYEE'S HEALTHCARE COSTS DUE TO OBESITY

**\$9.1B**

DIRECT COSTS TO EMPLOYERS DUE TO EMPLOYEE PHYSICAL INACTIVITY

**75%**

OF EMPLOYER HEALTH CARE COSTS RELATED TO CHRONIC HEALTH CONDITIONS

**\$11B**

COSTS TO EMPLOYERS RESULTING FROM OBESITY-RELATED ABSENTEEISM

**\$0**

EMPLOYERS COST TO IMPLEMENT A PROGRAM WITH SALT LAKE COUNTY HEALTH DEPARTMENT'S HEALTHY LIVING

Sources:

American Heart Association: [https://www.heart.org/idc/groups/heart-public/@wcm/fc/dpcuments/downloadable/ucm\\_496180.pdf](https://www.heart.org/idc/groups/heart-public/@wcm/fc/dpcuments/downloadable/ucm_496180.pdf)  
Diabetes Care 2018 May;41(5):917-928 <https://doi.org/10.2337/dc18-0007>  
Kaiser Family Foundation & Health Research and Education Trust. Employer Health Benefits, 2014.



# WORKSITE HEALTHY LIVING PROGRAMS

## CUSTOMIZED WORKSITE WELLNESS PLAN

Given the extraordinary costs to employers for health-related costs in both direct expense and lost productivity, Salt Lake County Health Department's Healthy Living Program seeks to help employers implement customized worksite wellness plans and activities to improve the health of their employees.

We offer community health strategy expertise, data analysis and evaluation capabilities, community organization relationships, links to resources, training, technical-assistance, engagement with health care/clinic understanding, and policy knowledge. With a number of programs available, we have a wellness plan for virtually any employer.

As we are funded through grants, all of our programs are completely *free*. Some programs actually *pay* employers for participating. Look for the icons below to identify programs that are either free to implement or pay employers to implement.



**PAY EMPLOYERS  
TO IMPLEMENT**



**FREE TO  
IMPLEMENT**




# PHYSICAL HEALTH

## THE FOUNDATION

Businesses cannot operate without healthy employees. The Physical Health programs assist businesses in the betterment of their employees health, from activity to nutrition, policy to prevention these programs help your employees improve their health.



 **NUTRITION POLICY & PROGRAMS**  
ENCOURAGE AND INFLUENCE NUTRITIONAL BEHAVIORS



 **PHYSICAL ACTIVITY**  
ENCOURAGE EMPLOYEE PARTICIPATION IN PHYSICAL ACTIVITY AND OTHER HEALTH ENHANCING ACTIVITIES




 **DIABETES PREVENTION PROGRAM**  
LEARN STRATEGIES TO EAT HEALTHY, INCREASE ACTIVITY, LOSE WEIGHT, AND MANAGE STRESS



 **TOBACCO FREE**  
ADHERE TO THE UTAH INDOOR CLEAN AIR ACT AND GUIDANCE ON TOBACCO CESSATION SUPPORT



TO IMPLEMENT THESE WORKSITE PROGRAMS IN YOUR BUSINESS, CONTACT US AT [HEALTHPROMOTION@SLCO.ORG](mailto:HEALTHPROMOTION@SLCO.ORG) OR 385.468.5339.

The image shows three individuals in a room with large, multi-paned windows. They are all in a similar yoga pose, likely the Bhujangasana (Cobra) pose, lying on their stomachs with their heads tucked down and arms extended forward. The room is brightly lit, and the overall color palette is dominated by a soft, warm glow from the windows. The text is overlaid in white, bold, sans-serif font, centered across the middle of the image.

**"I'VE LEARNED TO EAT HEALTHIER AND TO MAKE ACHIEVABLE EXERCISE GOALS. I AM NO LONGER PREDIABETIC. THIS PROGRAM GAVE ME ANSWERS AND DIRECTION THAT I WAS PREVIOUSLY LACKING."**

**EMPLOYEE OF A.R.U.P. AND PARTICIPANT IN THE NATIONAL DIABETES PREVENTION PROGRAM**



# MENTAL HEALTH PROGRAMS


## THE KEY TO PRODUCTIVITY

Mental health affects employee morale and productivity as much as anything. This group of programs focus on the development of worksite policies and programs to create a culture conducive to improved mental health.



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**“THIS TRAINING TRANSFORMS  
WHAT APPEARS TO BE A DIFFICULT  
CONVERSATION INTO SOMETHING  
DOABLE. WITH THREE SIMPLE STEPS  
(Q-P-R) AND A LOT OF EMPATHY, WE  
CAN SAVE LIVES AND INSPIRE HOPE IN  
OTHERS.”**

**ABBY HAWKINS**  
EXECUTIVE VICE PRESIDENT, ACADEMY MORTGAGE



# ACCOMMODATION

## EVERYTHING OUTSIDE OF THE OFFICE AFFECTS EVERYTHING INSIDE THE OFFICE

Life happens. Employees have families and recreational needs that play a vital factor in their ability to perform their job. This set of programs seeks to help employers acknowledge and alleviate some of the situations, conditions and factors from outside of the office.



**BREASTFEEDING**  
WORKSITE POLICIES TO  
ADHERE TO LACTATION  
LAWS AND SUPPORT  
MOTHERS IN THE  
WORKPLACE



**CHILD CARE**  
OBESITY PREVENTION  
PROGRAMS CREATE A  
HEALTHIER ENVIRONMENT



**ON-SITE CLINICS**  
PROGRAMS TO IMPROVE  
ON-SITE PATIENT CARE

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A photograph of a teacher sitting on the floor with a group of young children in a classroom. The teacher is on the left, looking towards the children. The children are sitting around her, some looking at her and others looking at each other. The entire image has a red color overlay.

**"THE TOP STAR PROGRAM WAS AN AMAZING OPPORTUNITY FOR OUR CENTER TO PROMOTE HEALTHY HABITS FOR TEACHERS AND CHILDREN IN ORDER TO PREVENT OBESITY."**

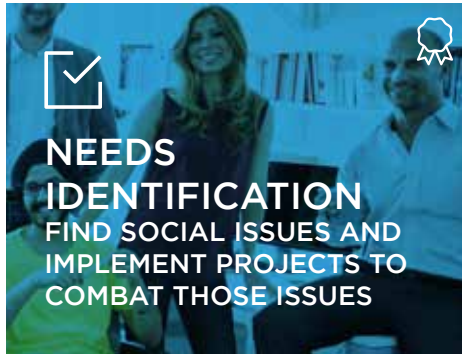


**TAZIA PAULSON, BENNION LEARNING CENTER**



# COMMUNITY RESPONSIBILITY

## EVERYONE PLAYS A PART

For real community health change to occur, the problem must be addressed from all angles, including places of employment. The programs included in the Community Responsibility category provide guidance in the development of a worksite sponsored project to identify community needs and help to create a healthier community.



**NEEDS IDENTIFICATION**  
FIND SOCIAL ISSUES AND IMPLEMENT PROJECTS TO COMBAT THOSE ISSUES



**FOOD ACCESS**  
IDENTIFY FOOD NEEDS & SUPPORT ORGANIZATIONS SUPPORTING FOOD NEEDS



**COMMUNITY RESOURCES**  
IDENTIFY NEEDS & SUPPORT ORGANIZATIONS FULLFILLING THOSE NEEDS

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# HOW IT WORKS



## 1. PICK A PROGRAM

We work with employers to identify a wellness objective they are interested in pursuing.



## 2. FORMULATE A PLAN

Based upon the employers' program of interest, we help them develop a wellness plan, including milestones and objectives.



## 3. EXECUTION

We walk employers through all the steps of successfully executing their wellness plan. Many programs provide some level of remuneration for participating.



## 4. RECOGNITION

Participating companies receive a credential from the Worksite Wellness Council and recognition as one of Salt Lake County's healthiest places to work.

**ALL PROGRAMS IMPLEMENTED AT NO COST TO THE EMPLOYER.**



# RECOGNITION

## WORKSITE WELLNESS PROGRAM

The Utah Worksite Wellness Council Healthy Worksite Awards Program recognizes Utah employers for their exemplary work in worksite wellness and those committed to improving employee health and well being. The awards program showcases employers of all sizes for their worksite health promotion and wellness program.



### CREDENTIAL

We help you earn and/or improve your credential for implementing a worksite wellness program.



### NO COST TO YOU

Salt Lake County Health Department pays the costs of your award application.



### PROMOTION

We promote your business as one of the healthiest places to work in Salt Lake County.

## WORKSITE WELLNESS PROGRAMS PAY

**\$353**

avg. company savings  
in productivity costs per  
employee per year

**10.3 HRS**

avg. additional annual  
productivity per employee  
per year

Source:  
J Occup Environ Med. 2013 Oct;55(10):1142-1148. doi:10.1097/JOM.0b013e3182a50037

# GET INVOLVED

## GOOD HEALTH IS GOOD BUSINESS

Healthier employees can avoid preventable chronic diseases and some mental health illnesses, and enjoy better overall health and life satisfaction. We have all of the tools and resources to implement a successful worksite wellness program. Here are a few ways we can help you can get the most out of worksite wellness.



### SHARE

Share our programs with your membership. We have tools available to make sharing easy.



### PRESENTATIONS

We can conduct a presentation for any group, committee or organization.



### MEETINGS

Companies meet one-on-one with a Healthy Living expert in the health area of interest. Together they will develop a worksite plan to implement health activities.

## WORKSITE WELLNESS PROGRAMS PAY

**\$100**

avg. cost savings per employee

**25%**

avg. reduction in sick leave, health plan, workers comp. and disability

Sources:  
J Occup Environ Med. 2010;52(5):519-527. doi: 10.1097/JOM.0b013e3181dce655  
J Occup Environ Med. 2013, Feb;55(2):209-22. doi: 10.1097/JOM0b013e3182728d3c

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