

**MISSOULA COUNTY
PROMOTION OF PHYSICAL ACTIVITY
IN THE WORKPLACE POLICY**

Purpose

This policy establishes guidelines to promote a work environment that increases opportunities for employees to engage in physical activity.

Scope

This policy is applicable to all County departments and entities.

Administration

Department heads are responsible for the promoting an environment that supports employee physical activity.

References

Steps to Wellness: A Guide to Implementing the 2008 Physical Activity Guidelines for Americans in the Workplace -

www.cdc.gov/nccdphp/dnpao/hwi/downloads/Steps2Wellness_BROCH14_508_Tag508.pdf

Regular physical activity as one of the most effective disease prevention behaviors -
www.cdc.gov/workplacehealthpromotion/implementation/topics/physical-activity.html

Missoula County Wellness Program -
<http://www.co.missoula.mt.us/hr/wellness/default.htm>

Policy

Missoula County is committed to increasing opportunities for employee fitness and reducing barriers to such efforts. Regular physical activity is one of the most effective disease prevention behaviors. Physical activity programs reduce depression; improve stamina and strength; reduce obesity when combined with diet; and reduce risks of high blood pressure, elevated blood lipids, stroke, and type 2 diabetes.

Departments are strongly encouraged to follow these guidelines:

1. Activities, meetings and County-sponsored functions scheduled for more than 1½ hours should include walk or stretch breaks on the agenda. If appropriate, walking meetings may be scheduled.
2. Department heads are encouraged to allow flexible employee schedules to incorporate physical activity into the work day. Such flexibility is subject to the department's the operational constraints, official hours of work, and the needs of the public.

3. Use of stairs should be encouraged with point of decision signs posted near stairwells and in elevators.
4. Departments should urge employees to utilize the resources of Missoula County Risk and Benefits including MC Health Advantage, the County wellness program. Programs and resources include:
 - a. Health screenings that include the measurement of fitness levels (BMI, Blood Pressure, Lipid Testing, etc.);
 - b. Brown bag lunches on a variety of topics including fitness/physical activity;
 - c. Fitness challenges and lunchtime walking/running clubs;
 - d. Discounts on memberships in local fitness centers;
 - e. Diabetes prevention and weight reduction for qualified employees with no co-pay.