




**PLANNING AND DEVELOPMENT DEPARTMENT
MEMORANDUM 16-04**

DATE: March 7th, 2016
TO: Honorable Mayor Joyce Downing and City Council Members
FROM: David Willett, Acting City Manager 
Brook Svoboda, Director of Planning and Development 
Becky Smith, City Planner 
SUBJECT: Northglenn Food Access Assessment

BACKGROUND

Data shows that the prevalence of diabetes and obesity is higher for people who live in neighborhoods where fast-food restaurants and convenience stores are more prevalent than grocery stores and produce vendors. Increasing access to healthy food options encourages Northglenn residents to live healthier lifestyles. Healthy food access can be encouraged through public policy in several ways including, promoting farmers markets, encouraging community gardens, incentivizing healthy food retail, creating partnerships with organizations that provide food to lower income people and increasing access for all residents.

In February 2015 the City of Northglenn responded to a request for proposals from LiveWell Colorado to conduct Food Access Assessments in two municipalities. Northglenn was one of the City's selected for the study. The report looks at the availability of healthy foods and the ease of access to them for children, parents, and individuals in the community. The goal of the report is to identify gaps in the community where healthy food access is lacking or limited, suggest additional study and/or outreach to bolster the data, and ultimately provide guidance to decision makers regarding policies and programs the City can adopt that improves access to healthy, affordable foods for everyone in the community.

LiveWell Colorado Director of Food Systems, Wendy Peters Moschetti, worked with the City to collect baseline data, facilitate discussions with focus groups, and conduct a survey about healthy eating and active living. All of the research was used to determine the findings for the Food Access Assessment and write recommendations based on those findings.

Attached to this memorandum is the Executive Summary (Attachment A), which highlights the findings and recommendations from the final report. The entire Food Access Assessment is available upon request.

HOW THE REPORT WILL BE USED

The Northglenn HEAL Committee has integrated several of the recommendations into their work plan to ensure that the findings and recommendations from the assessment will be used as a guiding document moving forward. As Northglenn develops new policies through current long-range planning projects including New Code Northglenn, Northglenn Station Master Plan, and a Bicycle and Pedestrian Master Plan, the findings and recommendations in the assessment should be considered.

RECOMMENDATION

Staff is recommending that Council adopt the assessment by resolution at future Council meeting

STAFF REFERENCE

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Becky Smith, City Planner, bsmith@northglenn.org or 303.450.8741

ATTACHMENTS

Attachment A – Executive Summary

NORTHGLENN HEAL COMMITTEE WORK PLAN

The built environment, which consists of all buildings, spaces and products that are created or modified by people, contributes substantially to public health by enabling or impeding physical activity and access to healthy foods. Public Policy can play an important role in individuals' lifestyle choices by influencing behaviors. Increasing access to healthy food options and physical activity opportunities removes barriers to individuals, thereby, making the healthy choice the easy choice.

HEAL Campaign and City Resolution

The City of Northglenn joined the HEAL Cities and Towns Campaign through LiveWell Colorado in the fall of 2014 by passing a resolution. The Campaign's purpose is to influence public policy in ways that promote healthy lifestyles. The City of Northglenn can address some health concerns by supporting and adopting policies that make active living and healthy eating assessable to all residents, employees and visitors of the community.

The HEAL Cities Campaign promotes policy options that cities can adopt to improve nutrition and physical activity environments in their communities:

- Active Community – Using cities' planning, zoning, and infrastructure investment to have a positive effect on health. Adopting policies with an eye on access to active living in Northglenn can enhance the lives of all the residents, employees and visitors to the City.
- Access to Healthy Food – Encouraging the use of planning, economic development, and public relations tools for attracting and supporting healthy food retailers. When people live near stores or markets that sell vegetables and fruits, they're more likely to eat these fresh and nutritious foods. The City of Northglenn can work on strategies to improve access to healthy foods for all residents.
- Healthy Workplace – Exploring ways to reduce the burden of worker healthcare costs by helping workers to overcome obesity and chronic disease correlated to lifestyle.

Northglenn HEAL Committee

The Northglenn HEAL Committee seeks to identify and influence policy areas and programs that will contribute to overall health in the Northglenn community. The Committee will accomplish this by engaging the community and making recommendations to decision makers for further advancing Northglenn's commitment to improving access to healthy foods and active living by influencing the built environment through these policies.

HEAL Committee Work Plan

This work plan identifies activities, policies and programs the HEAL Committee will pursue for implementation in the year 2016, as well as those items to explore for recommendation in future years. Many of the items identified in the plan need to be researched and considered in terms of staff resources required and budget implications. The Committee will consider HEAL benefits as well as resource and budget implications for future projects, policies and programs when making a recommendation to City Council for consideration. Items that require budget considerations will be provided to City Council in June, as a separate HEAL budget request through the Planning and Development Department.

This work plan goals focus on the following three areas:

- Community Engagement
- Healthy Food Access
- Active Living

COMMUNITY ENGAGEMENT GOALS/OBJECTIVES:

Develop strategies to continue to successfully engage the Northglenn community in HEAL activities that the city is pursuing.

Strategies:

1. Monthly HEAL articles in the Northglenn Connection
2. Northglenn HEAL Social Media
3. Provide HEAL materials with the monthly water bills.
4. Sponsor community events that highlight projects and activities that encourage HEAL lifestyles.
5. Attend City events to promote and highlight HEAL activities.

Action Items:

Strategy 1. Monthly HEAL articles in the Northglenn Connection

Schedule	Action Items	Key Departments
2016 - Implementation	Provide monthly HEAL articles that focus on facts about health, events and activities that are sponsored by the HEAL Committee and/or highlight policies that have been adopted that encourage HEAL.	Communications Department in collaboration with Planning
2016 - Implementation	<p>Each month, one committee member will volunteer to provide a brief article for the Northglenn Connection.</p> <ul style="list-style-type: none"> o The topic for the articles will be discussed at the HEAL Committee meeting one month in advance or the Connection. o The articles will be topics that are health related, facts about health and healthy living, community events that the HEAL Committee is attending or sponsoring, a policy decision that will impact health and/or a health related activity (e.g. a healthy recipe, 15 minute exercise). o Advertise public community gardens and farmers market (Food Access Assessment Recommendation) o Highlight a "farmer or gardener of the month" 	Communications Department in collaboration with Planning

Strategy 2. Northglenn HEAL Social Media

Schedule	Action Items	Key Departments
2016 - Implementation	Work with the Northglenn Communications Department to update the HEAL website. <ul style="list-style-type: none"> o Provide monthly content updates for the website 	Communications Department in collaboration with Planning
2016 - Implementation	Provide HEAL information on the City's Facebook page <ul style="list-style-type: none"> o Regular updates about city events and public meetings o Share articles related to health and lifestyle o Active living and exercise tips o Healthy recipes o Schedule for classes sponsored by Committee o HEAL sponsored health challenges 	Communications Department in collaboration with Planning
2016 - Implementation	Disseminate HEAL information via the City's Twitter account <ul style="list-style-type: none"> o Policies that are HEAL related and up for discussion o HEAL events or activity updates o HEAL sponsored health challenges 	Communications Department in collaboration with Planning
2016 - Implementation	Disseminate HEAL information via the City's NextDoor Page <ul style="list-style-type: none"> o Regular updates about city events and public meetings o Share articles related to health and lifestyle o Active living and exercise tips o Healthy recipes o Schedule for classes sponsored by Committee o HEAL sponsored health challenges 	Communications Department in collaboration with Planning

Strategy 3: Provide HEAL materials with the monthly water bills

Schedule	Actions Items	Key Departments
2016 - Implementation	HEAL sponsored events can be advertised in monthly water bills (with management approval)	Planning Department
2016 - Implementation	Provide a schedule of HEAL programs (classes, talks, fitness activities)	Planning Department

Strategy 4. Sponsor community events that highlight projects and activities that encourage HEAL lifestyles.

Schedule	Action Items	Key Departments
2016 - Implementation	<p>Develop and advertise city events and projects that encourage HEAL</p> <ul style="list-style-type: none"> o Larsen Park – hold a HEAL sponsored event inviting the community to the park for fun activities and to experience the new improvements o Bike rodeo (a clinic to teach children the skills and precautions to ride a bicycle safely and to complete simple maintenance to bicycles to keep them safe to ride). 	Communications Department in collaboration with Planning and Parks.
2016 - Implementation	<p>Advertise HEAL events that the committee can sponsor, such as quarterly workshops or classes focused on:</p> <ul style="list-style-type: none"> o Gardening and Composting o Cooking o Fitness o Motivational speaker 	Communications, Planning and Parks.

Strategy 5. Attend City events to promote and highlight HEAL activities. Advertise through City events.

Schedule	Action Items	Key Departments
2016 - Implementation	Host booths at City events to promote HEAL activities when appropriate. The committee	Planning, Other departments

	<p>will decide which events to attend on a case by case scenario based on if the city event is a fitting venue, availability of committee members to attend, if the committee has a specific item they would like to promote.</p> <ul style="list-style-type: none"> o July 4th o Kids Fishing Derby o Noel Northglenn o Summer Concerts o Summer Movies o Pirate Fest 	represented on the committee will attend if available.
2016 - Implementation	<p>Include HEAL SWAG (stuff we all get) in packets given at events to promote HEAL activities in Northglenn</p> <ul style="list-style-type: none"> o Highline Canal Cleanup o July 4th 5K 	Planning, Community Outreach, and Parks

HEALTHY FOOD ACCESS GOALS/OBJECTIVES:

Recognize and promote ways the city can attract and incentivize healthy food retailers, promote and encourage locally grown healthy foods and encourage residents to make healthy food choices.

Strategies:

1. Recommend healthy food policies
2. Initiate and endorse healthy food studies
3. Sponsor programs, events and activities focused on eating healthy

Action Items:

Strategy 1. Recommend healthy food policies

Schedule	Action Items	Key Departments
2016/2017 - Follow the rewrite process and make recommendations when appropriate	<p>New Code Northglenn</p> <ul style="list-style-type: none"> o Allow Residential Food Sales (Food Access Assessment Recommendation) - Types of cottage foods allowed are regulated by the Colorado Department of Public Health and Environment (CDPHE) for food safety o Encourage farmers markets and produce 	Planning Department

	<ul style="list-style-type: none"> stands by allowing them in non-residential zones o Consider making full service grocery a use by right in more non-residential zone districts 	
2016 – Review concept plan and make recommendations that are HEAL supportive	<p>Northglenn 112th Avenue Station Area Master Plan (STAMP)</p> <ul style="list-style-type: none"> o Consider locations in the STAMP to recommend farmers market and/or community garden 	Planning Department
2016 – Review draft ordinance and make recommendation	<p>Backyard Bees and Chickens Ordinance</p> <ul style="list-style-type: none"> o Study proposed ordinance for health aspects o Make recommendation to Council regarding ordinance based on evidence based and academic research 	Planning Department
2016 – Explore staff, budget and political implications for a possible 2017 or 2018 policy recommendation	Develop & Recommend to City Council Healthy City Procurement Policies (Food Access Assessment Recommendation)	Planning Department – working with SmartLiving
2016 – Explore the required staff and budget resources. Determine if committee wants to recommend to this project to City Council for budget year 2017 or 2018	Recommend Wayfinding Signage that enhances the visibility of existing markets and community gardens	Planning, Public Works and Parks Departments

Strategy 2. Initiate and endorse healthy food studies

Schedule	Action Items	Key Departments
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<p>2016 – Complete and present to City Council</p>	<p>Complete Northglenn Food Access Assessment</p> <ul style="list-style-type: none"> ○ Present final report and recommendations to City Council ○ Build on and integrate recommendations into City projects and policies (e.g. New Code Northglenn) 	<p>Planning</p>
<p>2016 – Begin to identify partners like Adams County Human Services and Tri-County Health Department that can assist the committee in determining the greatest barriers SNAP eligible but not enrolled NG residents face.</p>	<p>Assess Primary Barriers to SNAP Enrollment (Food Access Assessment Recommendation)</p>	<p>Planning – working in partnership with other agencies</p>
<p>2016 – Continue working in partnership with Tri-County Health Department, in which they are considering a pilot project in NG to inventory availability of healthy foods at corner stores. 2017/2018 – Consider how this inventory can assist in</p>	<p>Explore healthy retail partnerships with corner stores (Food Access Assessment Recommendation)</p> <ul style="list-style-type: none"> ○ Assess and identify areas of most concern due to low access, low income, and high concentration of convenience stores ○ Conduct in-store analysis on the nutritional environment, marketing and promotion, and ability to make changes ○ Approach store managers about potential partnerships to assess the in-store nutritional environment ○ Survey clientele about shopping habits and needs ○ Discuss incentives with Tri-County Health Department 	<p>Planning in partnership with Tri-County</p>

working with the corner stores to have more healthy food options.		
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Strategy 3. Sponsor programs, events and activities focused on eating healthy

Schedule	Action Items	Key Departments
2016 – Promote home gardening through communication to the community. Explore additional ways it can be encouraged through policy or partners for year 2017 or 2018	Promote home gardening (Food Access Assessment Recommendation) <ul style="list-style-type: none"> o Find community partners such as Lowes to provide free or discounted lumber, compost, seeds, etc. to residents to build raised bed gardens. 	Planning
2016 – Explore the required staff and budget resources. Determine if committee wants to recommend to this project to City Council for budget year 2017 or 2018	Propose City- provided “gardens in a box” which could include seeds, soil, planting calendars and tips, and other materials to City Council. <ul style="list-style-type: none"> o Prior to the discussion with Council the HEAL Committee should price out what each garden will cost and provide a budget for the project. 	Planning and Parks
2016 – Explore the required staff and budget resources. Determine if committee wants to recommend to this project to City Council for budget year 2017 or 2018	Explore options for expanding the City’s community gardens <ul style="list-style-type: none"> o Examine existing Community Gardens to determine if they are at capacity – if not, see if there is opportunity to partner and promote the existing gardens first. o If existing gardens are at capacity, conduct a needs assessment to determine if there is additional gardens are appropriate. o Consider “pocket” or 	Parks, Community Outreach, and Planning

	<p>“neighborhood” community gardens</p> <ul style="list-style-type: none"> o Consider a large central community garden o Determine the resources required to operate program o Create a budget for Council consideration 	
<p>2016 – Explore the required staff and budget resources and if it can be implemented this year. If not, determine if committee wants to recommend to the City Council that they consider this in a 2017/2018 budget.</p>	<p>Research and create a budget for hosting community classes:</p> <ul style="list-style-type: none"> o Gardening o Composting o Cooking 	<p>Parks and Planning. Event will be hosted at Recreation center. Parks will handle registration for any events.</p>

ACTIVE LIVING GOALS/OBJECTIVES:

Identify policies that can reduce barriers to physical activity and enhance access to active living for all citizens who live, work, and visit the community.

Strategies:

1. Recommend policies that encourage physical activity
2. Initiate and endorse studies that consider and improve access to active lifestyles
3. Sponsor programs, events and activities focused on eating healthy

Action Items:

Strategy 1. Recommend policies that encourage physical activity

Schedule	Action Items	Key Departments
<p>2016/2017 – Follow the rewrite process and make recommendations when appropriate</p>	<p>New Code Northglenn</p> <ul style="list-style-type: none"> o Recommend development standards that encourage pedestrian and bicycle environments as well as accessibility for everyone. 	<p>Planning</p>

2016 – Review concept plan and make recommendations that are HEAL supportive	Northglenn 112 th Avenue Station Area Master Plan (STAMP) <ul style="list-style-type: none"> o Consider the bicycle and pedestrian connections being made to the station. o Recommend any connections or amenities that are not being proposed in the plan, but that will improve the pedestrian experience. 	Planning
2016 – Review concept plan and make recommendations that are HEAL supportive	Northglenn Civic Center Master Plan <ul style="list-style-type: none"> o Consider access for people with all abilities “Universal Design”. o Recommend amenities surround the campus that improve the pedestrian experience and encourage active lifestyles. 	Planning
2016 – Begin discussions with the Public Works Department to determine if ordinance can be supported by them.	Complete Streets Ordinance <ul style="list-style-type: none"> o Work with the Public Works Department to pass a Complete Streets Ordinance that aims to develop an integrated, connected network of streets that are safe and accessible for all people, regardless of age, ability, income, ethnicity, or chosen mode of travel. 	Planning and Public Works

Strategy 2. Initiate and endorse studies that consider and improve access to active lifestyles

Schedule	Action Items	Key Departments
2016- Plan kick off – Committee will act as a stakeholder	Bicycle and Pedestrian Master Plan <ul style="list-style-type: none"> o Act as a key stakeholder to inform the plan and improve city wide 	Planning

	<p>pedestrian and bicycle connections.</p> <ul style="list-style-type: none"> o Think in terms of encouraging easy bicycle and pedestrian access to goods, services and city amenities. 	
<p>2016 – Explore the required staff and budget resources. Determine if committee wants to recommend to this project to City Council for budget year 2017 or 2018</p>	<p>Park and trail wayfinding</p> <ul style="list-style-type: none"> o Create a city wide parks and trails signage system that states the distance, time and/or calories burned to get to different primary locations. 	<p>Parks and Planning</p>

Strategy 3. Sponsor programs, events and activities focused on eating healthy

Schedule	Action Items	Key Departments
<p>2016 – Provide feedback for wayfinding to the park. Host a spring/summer event at the park.</p>	<p>Larsen Park</p> <ul style="list-style-type: none"> o Wayfinding to the park in the surrounding neighborhoods and the area on the west side of Washington Street. o Host event at the park when improvements are complete. (Proposed date is May 21st – which is also Kids to Parks Day.) o Make a video that demonstrates how to use the adult exercise equipment and share it on Facebook and HEAL website. 	<p>Parks – for wayfinding and the dedication event. Communications for the video.</p>
<p>2016 – Explore the required staff and budget resources Determine if committee wants to recommend to the City Council that they consider this in a 2017/2018 budget.</p>	<p>Fit Challenges – “It Takes A Neighborhood”</p> <ul style="list-style-type: none"> o Offer free community 5k’s, workouts, healthy eating seminars, etc. 	<p>Parks</p>

<p>2016 – Explore the required staff and budget resources and if it can be implemented this year. If not, determine if committee wants to recommend to the City Council that they consider this in a 2017/2018 budget.</p>	<p>Park fitness tour</p> <ul style="list-style-type: none"> ○ Free workout in a park <ul style="list-style-type: none"> ▪ rotate parks around the city ▪ offer different style of classes ○ Offer a workout before Movies at the Park and the Summer Concert Series <ul style="list-style-type: none"> ▪ Zumba ▪ Yoga 	<p>Parks</p>
<p>2016 – Implementation (begin advertising in August – push at the business breakfast)</p>	<p>Snow Stormers business Challenge</p> <ul style="list-style-type: none"> ○ Invite businesses compete with each other by adopting home in NG to shovel ○ Business with the greatest ratio of employees to homes wins – prize could be a golden shovel or something like that. 	<p>Economic Development, Community Outreach, and Planning</p>

SPONSORED BY: MAYOR DOWNING

COUNCILMAN'S RESOLUTION

RESOLUTION NO.

No. CR-70
Series of 2014

14-69
Series of 2014

A RESOLUTION AFFIRMING THE NORTHGLENN CITY COUNCIL'S COMMITMENT TO PUT HEALTHY OPPORTUNITIES AND CHOICES WITHIN REACH OF ALL RESIDENTS IN THE COMMUNITY AND JOINING LIVEWELL COLORADO'S HEALTHY EATING, ACTIVE LIVING (HEAL) CITIES AND TOWNS CAMPAIGN

WHEREAS, 58% of Colorado adults and a quarter of our children are overweight or obese; and

WHEREAS, high rates of costly chronic disease among both children and adults are correlated to environments with few or no options for healthy eating and active living; and

WHEREAS, the nutrition and physical activity choices that individuals make for themselves and their families are influenced by their environment; and

WHEREAS, cities and towns, including Northglenn, have the ability to impact opportunities for healthy eating and active living; and

WHEREAS, local policies on land use & transportation, access to healthy food, and shared use determine whether options for healthy eating and active living are within reach of people who live, work, go to school or play in the city; and

WHEREAS, the City of Northglenn is committed to taking steps to improve the health of the entire Northglenn community by addressing modifiable risk factors, such as individual behaviors; the physical environment; social surrounding; and economic opportunities; and

WHEREAS, by supporting the health of residents and the local workforce the City would decrease chronic disease and health care costs and increase productivity; and

WHEREAS, the City Council is committed to ensuring that members of our community have access to open space, trails, parks and opportunities for outdoor recreation; and

WHEREAS, the City of Northglenn offers a wide variety of scheduled fitness programs for all ages in the community to participate at the Northglenn Recreation Center in addition to the many parks and trails community members can use for enjoyment and physical activity; and

WHEREAS, the City of Northglenn was the first in Colorado to receive the Playful City USA designation, which supports the City's dedication to providing play spaces in our community for the purpose of generating happier, smarter and healthier children; and

WHEREAS, the City has been awarded this Playful City USA designation for the sixth

year in a row; and

WHEREAS, the City offers free drop in use of the Recreation Center and resident rates to employees for all programs that require registration; and

WHEREAS, the City has partnered with Food Bank of the Rockies for the Kids Café program, as well as Family Totes and Senior Totes program in order to provide free meals for individual children under the age of 18, seniors and families with children; and

WHEREAS, the City partners with Kaiser Permanente’s Healthworks Program to provide different programs for employees including Smoking Cessation class, Maintain Don’t Gain, Health Education Classes, Mix it Up Challenge, Biometric Screening, Thrive Across America, and Total Health Assessment; and

WHEREAS, the City of Northglenn recognizes that obesity and overweight is a serious public health threat to the health and well-being of adults, children and families in Northglenn; and

WHEREAS, LiveWell Colorado is a nonprofit organization committed to preventing and reducing the rate of obesity in the state by promoting healthy eating and active living in the places we live, work, learn and play; and

WHEREAS, LiveWell Colorado created the Healthy Eating Active Living (HEAL) Cities and Towns campaign to assist communities with their health and wellness efforts; and

WHEREAS, the City of Northglenn will partner with LiveWell Colorado to participate in the HEAL Cities and Towns campaign.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF NORTHGLENN, COLORADO, THAT:

Section 1. The City of Northglenn intends to create a Wellness Committee whose goal will be to identify additional policy areas that will contribute to overall health in the Northglenn community and make recommendations for further carrying Northglenn’s commitment in this resolution.

Section 2. That the Northglenn City Council, planners, engineers, parks and recreation department, economic development personnel and personnel responsible for the design and construction of parks, neighborhoods, streets and business areas intend to support an active community by:

- A. Supporting amendments to Zoning Ordinances and Comprehensive Plans that focus on Healthy City themes that continue to encourage healthy eating and active living whenever possible, including Complete Streets policies, compact, mixed-use and transit-oriented development;
- B. Including health goals and policies related to physical activity in the strategic plan update and specific area plans, taking into consideration the impact land use

decisions and design can have on lifestyles that lead toward healthy, active communities;

- C. Building incentives for development project proposals to demonstrate favorable impact on resident and employee physical activity;
- D. Prioritizing capital improvements projects to increase the opportunities for physical activity;
- E. Expanding walking and biking connectivity between residential neighborhoods and schools, parks, recreational resources and retail, and making multimodal transit more accessible;
- F. Examining racial, ethnic, and socio-economic disparities in access to physical activity facilities or resources and adopt strategies to remedy these inequities;
- G. Collaborating with other organizations to provide facilities that promote active living;
- H. Continuing numerous recreation programs that are targeted for active living including classes and workshops, youth and teen programs, and senior programs.

Section 3. That the Northglenn City Council, planners, economic development personnel and personnel responsible for the design and construction of parks, neighborhoods, streets and business areas intend to support healthy food access by:

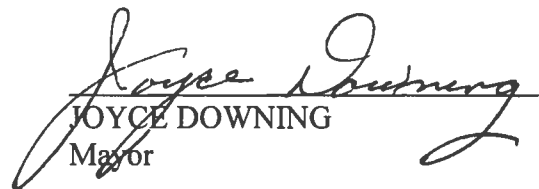
- A. Considering amendments to the comprehensive plans and zoning ordinances that support healthy eating when the opportunities arise, including prioritizing healthy food retail in compact, mixed-use and transit-oriented development policies, proposals and projects;
- B. Facilitating the siting of new grocery stores, community gardens and farmers markets in underserved communities to increase access to healthy food, including fresh fruits and vegetables;
- C. Including health goals and policies related to access to healthy food in the strategic plan update;
- D. Building incentives for development project proposals to increase access to healthy food by residents and employees;
- E. Examining racial, ethnic, and socio-economic disparities in access to healthy foods and adopt strategies to remedy these inequities;
- F. Mapping existing food resources for Northglenn residents that includes both fresh and non-perishable foods from entities such as food banks, community gardens, locations of farmer's markets, nutrition classes and information on who and where free meals are offered year round;

- G. Communicating to the community, and incorporating in the City's Comprehensive Plans, the importance and relevance of Healthy Eating Active Living ("HEAL").

Section 4. That in order to promote wellness within the City of Northglenn, and to set an example for other businesses, Northglenn pledges to adopt and implement an employee wellness policy that will:

- A. Continue to offer employee health incentives for healthy eating and physical activity;
- B. Establish physical activity breaks for meetings over one hour in length;
- C. Encourage walking meetings and use of stairways;
- D. Continue to offer a number of wellness-related learning opportunities including healthy cooking, exercise, nutrition for parents and stress management;
- E. Encourage nutrition standards for vending machines located in city owned locations;
- F. Encourage nutrition standards for food offered at city events, city sponsored meetings, served at city facilities and city concession, and city programs.

DATED at Northglenn, Colorado, this 14th day of July, 2014.



JOYCE DOWNING
Mayor

ATTEST:



JOHANNA SMALL, CMC
City Clerk

APPROVED AS TO FORM:



COREY V. HOFFMANN
City Attorney