

Reducing Potential Leaves with Workplace PossibilitiesSM

City and County of Denver



Marilyn Carroll, Leave of Absence Manager
City and County of Denver

“The Workplace Possibilities team brings an extra level of compassion and support, giving our employees access to essential resources they need to perform and feel successful in their jobs.”

THE CLIENT

The City and County of Denver has over 14,000 employees across 40 different departments and agencies ranging from fire and police, community planning and development, transportation and infrastructure, plus many more. With the multitude of services provided—and the variety of skillsets required to staff these services—the employee mix of this regional government entity is incredibly diverse.

THE CHALLENGE

The City and County of Denver was seeing an increase in disability leave requests and needed to find a way to get people back to work or prevent them from needing to be out.

Logistical hurdles

- ▲ Already overburdened HR department unable to assume more responsibilities during pandemic
- ▲ Decentralized structure created confusion for employees looking for assistance
- ▲ Limited expertise with disability management meant there were undefined processes, resulting in inconsistent support to employees

How could the City and County of Denver implement preventative measures that could limit future leaves?



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THE SOLUTION

The City and County of Denver partnered with Workplace Possibilities to help over 100 employees stay at work—or return to work sooner—when they needed support for a physical or behavioral health condition.

The City and County of Denver's approach:

1 | Implement a Disability Program

The City and County of Denver expanded their current disability program, demonstrating genuine care and concern for the overall health and success of their employees.

2 | Provide Holistic Support

With the new disability program in place, the City and County of Denver tapped into the power of Workplace Possibilities and used The Standard's consultants to provide employees with expertise and compassionate support that could also proactively identify potential issues.

3 | Improve Access

By having a central resource for employees to reach out to, the City and County of Denver ensured everyone was able to get the same support from Workplace Possibilities to find a preventative workplace solution.

Partner With The Standard

Contact your broker to talk about how we can tailor a solution for you and your employees.

Learn more about what's possible with Workplace Possibilities by visiting workplacepossibilities.com.

THE RESULTS

\$149k



Total net savings

1,120



Days of reduced disability duration

107



Employees assisted

A Stronger Partnership — and Well-Earned Recognition

Recently, The Standard awarded the Workplace Possibilities Champion award to the City and County of Denver. The award recognizes excellence in education efforts and success at helping employees stay at work or return to work. It also shows how a true partnership with Workplace Possibilities helps lead to meaningful changes and results for employees and employers.

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The Standard provides administration, informational and referral-type services, and a client should not rely on Workplace Possibilities to ensure its compliance with ADA requirements.

Results based on internal data compiled by Standard Insurance Company as of July 2019. Results are case specific and may vary for each group.