



## 2019/2020 WELLNESS INCENTIVE PROGRAM

(November 1, 2019 – October 31, 2020)

The City of Kettering is committed to assisting employees in improving their overall health, fitness, and wellness by offering the Employee Wellness Program. The City's Employee Wellness Program has been a reoccurring recipient of the Healthy Worksite Award. While eligible employees may voluntarily participate in any variety of program offerings – education, screenings, fitness pass, and/or challenges, etc. – they must complete the requirements outlined below in order to receive the financial incentive component of the Wellness Program.

### HOW THE INCENTIVE PROGRAM WORKS

Between November 1, 2019 and October 31, 2020, participants must earn at minimum 5,000 Activity Minutes and 80 Non-Activity Points through exercise, screenings, education, etc. Participants will keep track and submit Activity Minutes and Non-Activity Points on a quarterly basis (at minimum).

#### ACTIVITY MINUTES

Activity Minutes captures time spent on fitness related activities – strength/cardiovascular training, group exercise, walking, sports activity, etc. Participants can earn 15 to 90 Activity Minutes per day.

#### NON-ACTIVITY POINTS

Non-Activity Points captures the education and screening components of wellness – annual physicals, biometric screenings, blood pressure checks, dental and vision exams, vaccines, educational videos, etc. The Employee Wellness Program sponsors many free screenings and educational opportunities.

### HOW THE INCENTIVE IS PAID

Employees enrolled in the Platinum Medical Plan will receive a deposit of \$350 for Single or \$700 for Family coverage into their Health Savings or Health Reimbursement Account. Employees enrolled in the Silver or Bronze Medical Plans will receive a taxable cash deposit of \$350 for Single or \$700 for Family. Employees who waive the City's medical insurance and Part-Time Firefighters will receive a taxable cash deposit of \$250.

Deposits will be made in February 2021. Eligibility and incentive amounts are based on status at time of deposit.

### WHO IS ELIGIBLE?

Full-Time Employees and Part-Time Firefighters -- join the Wellness Program at any time!

Employees hired *after* May 1, may earn half the requirement (2,500 Activity Minutes and 40 Non-Activity Points) to receive half the incentive (\$175 Single / \$350 Family / \$125 Waiver and Part-Time Firefighters).

We are committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all eligible employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Lindsey Patrick via email at [lindsey.patrick@ketteringoh.org](mailto:lindsey.patrick@ketteringoh.org) or call (937) 296-2446.

*Have questions or need more information?*

Contact your Department Wellness Representative or go to <https://www.ketteringoh.org/wellness-program/>