

Weber County Human Resources Policy 4-700 Wellness Program and Incentives

I. Purpose

Weber County recognizes our ability to achieve our objectives successfully depends on the wellbeing of our employees. We acknowledge that the key elements of workplace wellness include the physical and cultural environments as well as the policies, practices, and procedures that guide our work.

Weber County will strive to provide a healthy workplace that values and enhances the health and wellbeing of all employees by implementing our workplace wellness program.

II. Policy

Weber County will ensure that all work practices, the work environment and workplace culture will value, enhance, and protect the health and wellbeing of all employees.

III. Goals and Objectives

This workplace wellness policy provides the foundation for developing activities and modifying work environments, policies, and practices to support the health and wellbeing of all employees. Positive benefits are also likely to extend beyond employees to result in better health for families and communities.

Weber County will enhance its workplace wellness by:

- a. Establishing and supporting a workplace wellness council.
- b. Creating and supporting a workplace wellness program.
- c. Consulting with employees to ensure workplace wellness strategies meet the needs of the workforce.
- d. Supporting employee participation in wellness activities.
- e. Supporting employees to adopt and maintain health behaviors and reduce unhealthy behaviors.

IV. Responsibilities

A. Human Resources and Senior Management

Weber County Human Resources and Senior Management will do all they can to enhance the wellness of employees by:

- a. Ensuring the health of employees is valued.
- b. Providing workplace environments and systems that are supportive of employee wellness.
- c. Providing opportunity for employees to participate in wellness activities.

Weber County Human Resources Policy 4-700: Wellness Program and Incentives Policy

- d. Encouraging employee participation in the wellness program. Supervisors and managers are encouraged to participate as well.
- e. Contributing ideas and expertise to the work of the wellness council or wellness representative.

B. Workplace Wellness Council or Wellness Representatives

Weber County's workplace wellness council or wellness representatives will do all it/they can to enhance the wellness of employees by:

- a. Encouraging long-term commitment to workplace wellness.
- b. Assessing employee and workplace needs.
- c. Developing, implementing, and evaluating wellness strategies in consultation with employees and management.

C. Employees

Weber County employees are encouraged to do all they can to enhance their wellness and the wellness program by:

- a. Working within the procedures and policies implemented to address workplace wellness.
- b. Contributing ideas.
- c. Participating in the wellness program.

V. Workplace Wellness Program Incentives

A. Gym Membership Reimbursement

Gym membership reimbursement is available to benefits eligible employees who have been employed by Weber County for a minimum of six months.

- a. Employees will be reimbursed up to \$17 per month through payroll when they have a gym membership at one of our corporate partner fitness centers (EoS or VASA), and make at least eight visits per month.
- b. Employees will be responsible for turning in verification of their eight visits to the gym by the 15th of the following month.
- c. Employees who do not provide verification by the 15th of the following month will not receive reimbursement for that month.
- d. In order to receive reimbursement employees will need to visit Human Resources to sign the Gym Membership Reimbursement Agreement.

Weber County Human Resources Policy 4-700: Wellness Program and Incentives Policy

DATED this 10th day of December, 2019.

BOARD OF COUNTY COMMISSIONERS
OF WEBER COUNTY:




Scott Jenkins, Chair

ATTEST:




Ricky Hatch, CPA
Weber County Clerk/Auditor



Sarah Swan
Human Resources

Approved as to form and legality:



Courtlan Erickson
Deputy County Attorney