

CITY OF REDLANDS

Wellness Program



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Wellness Program

The City of Redlands Wellness Program is an effective method to promote the health and wellness of city employees. The program is designed to encourage awareness of health related issues, improve morale, and will, in time, likely reduce the cost of employee injuries and healthcare.

Goals

- Improve general health and well-being
- Improve productivity
- Improve the sense of being a team
- Improve morale and attitude
- Decrease absenteeism
- Reduce turnover rate
- Decrease injuries

The City of Redlands Wellness Program is an effective tool that benefits both the employee and the City of Redlands. The program is developed for **voluntary** participation in any or all of the below listed activities. Any employee demonstrating participation in the recognized events will receive the number of points associated with each specific wellness objective.

Program Information

A point tabulation system will be created by the Human Resources Department. Once proof of completion of a wellness objective is received and verified, the points for completing the objective will be awarded. All completed objectives must be submitted by December 15th of the designated year and cannot be carried forward to future years.

Health Screen	40 points
Cooper Test	5 points
Pack Test	5 points
Health Education Classes	20 points
Below 100	5 points
Organized Fitness Events	35 points

91 +	Points =	\$1,000 value of wellness time
81 – 90	Points =	\$850 value of wellness time
70 – 80	Points =	\$650 value of wellness time
45 – 69	Points =	\$350 value of wellness time

Points will be tabulated annually and cannot be carried over from year to year. Wellness time is time off equal to the dollar value earned. Wellness time may only be used in the year following

award. Wellness time earned cannot be carried over from year to year and cannot be cashed out.

This program is available to all regular full time employees of the City. All participation is strictly voluntary on the part of the employee. The City of Redlands assumes no liability for an employee's participation in the Wellness Program. You should always consult your physician prior to beginning any exercise program.

Any disputes or interpretations of the program will be handled through the Human Resources Department and cannot be grieved. The City reserves the right to stop or amend this program at any time.

Health Screen

Each employee may use their medical benefits to conduct a physical with their primary physician. The physical should include a blood panel test, and any other specific assessments available to prevent future health risks, or to identify current health risks. Employees who complete the physical must submit proof of screening to the Wellness Coordinator in Human Resources and upon approval will receive forty (40) points toward the Wellness Program.

Cooper Test

At least once per year, the Redlands Police Department will administer the Cooper Institute fitness test at the discretion of the Chief of Police. The fitness test will be scored based on participation and five (5) wellness points will be awarded to those that fully participate. Accommodations will be made for those whose movements need to be modified. The fitness test will consist of the following exercises:

- 1.5 mile run (timed)
- Maximum effort sit-ups in one minute
- Maximum effort push-ups in one minute
- 300 meter run (timed)

Pack Test

Annually, the Redlands Fire Department will administer a Pack Test. The Pack Test consists of walking 3 miles with a 45lb weight vest. The test will be scored based on participation and five (5) wellness points will be awarded to those that fully participate.

Health Education Classes

Employees who attend self-initiated education courses offered by a medical group or other health and wellness organization will receive points towards the Wellness Program. Events organized by the City will receive points towards the Wellness Program. Two (2) points toward the Wellness Program will be given for every one hour of class time, with a maximum of twenty (20) points. All courses must be submitted to the Wellness Coordinator in Human Resources for approval in order to receive points.

Below 100

Sworn police personnel who attend a Below-100 training seminar will receive five (5) points toward the Wellness Program. The Below-100 initiative is a national initiative to reduce police officer line-of-duty deaths to less than 100 annually. A maximum five (5) points annually may be earned toward the Wellness Program.

The five tenants of Below 100:

- Wear Your Seatbelt
- Wear Your Vest
- Watch Your Speed
- WIN – What’s Important Now
- Remember: Complacency Kills

Organized Fitness Events

Employees who enter and complete organized fitness events can earn a maximum of thirty-five (35) points. All organized fitness events such as marathons, 5k runs, mud runs, CrossFit competitions, endurance challenges, Run through Redlands, martial arts competitions, etc. must be submitted to the Wellness Coordinator in Human Resources for approval. An employee who completes an approved fitness event will earn five (5) points per event toward the Wellness Program.