

TOWN OF STRATFORD - COUNCIL POLICY			
Name:	Employee Wellness Fund Policy	Policy Number:	2007-HR-01
Committee:	Human Resources	Approval Date:	June 13, 2007 (revised Jan 9/08)

1. Introduction

The Town of Stratford values its' employees and recognizes that an investment in increased employee health and wellness will result in employees who are able to function better in all aspects of their life, including the workplace.

2. Eligibility

Permanent employees of the Town are eligible to access the employee wellness fund as described in this policy.

3. Wellness Fund Program

The Town will pay employees 50% of the cost of wellness initiatives to a maximum of \$200 per year per employee, subject to expropriation of funds in the Town's annual budget for this program, upon presentation of a receipt for the initiative to the Manager of Finance and Administration.

Wellness initiatives that will be funded include:

- memberships in health or fitness clubs;
- participation in wellness classes such as yoga, pilates, fitness classes;
- participation in weight loss and healthy eating programs such as weight watchers;
- instruction from a certified fitness trainer or dietician;
- participation in organized sport and leisure activities such as baseball, soccer etc. (January 9, 2008 revision);
- memberships in sport and leisure clubs such as golf, tennis, etc (January 9, 2008 revision)
- purchase of equipment (January 9, 2008 revision)
- other similar activities to increase health and wellness approved by the Manager of Finance and Administration.

For clarity, initiatives that are not eligible include:

- purchase of footwear, equipment and clothing associated with eligible activities;
- leisure lessons and classes such as piano, needlepoint, etc.