

# CITY OF ASHLAND

## WELLNESS PROGRAM

*Revised July 19, 2010*

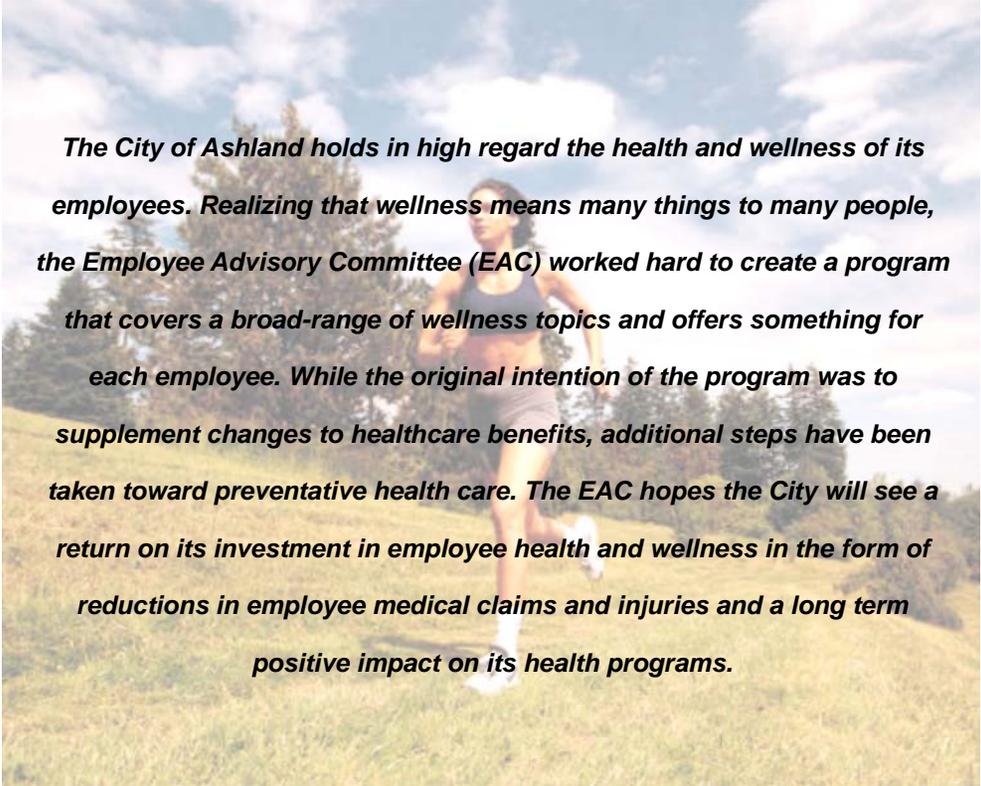


### HUMAN RESOURCES OFFICE:

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*The City of Ashland holds in high regard the health and wellness of its employees. Realizing that wellness means many things to many people, the Employee Advisory Committee (EAC) worked hard to create a program that covers a broad-range of wellness topics and offers something for each employee. While the original intention of the program was to supplement changes to healthcare benefits, additional steps have been taken toward preventative health care. The EAC hopes the City will see a return on its investment in employee health and wellness in the form of reductions in employee medical claims and injuries and a long term positive impact on its health programs.*

The City of Ashland will provide Wellness-related benefits to current City employees enrolled in the City's group health plan according to the following provisions:

### *PHYSICAL FITNESS BENEFIT*

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City employees may receive up to \$120.00 annual reimbursement for membership at a qualified fitness facility or gym. The reimbursement will be for half of the monthly membership fee, up to a maximum of \$10.00/month. Reimbursements will be paid out twice per year - \$60.00 in July and \$60.00 in January. Reimbursement will be for the employee's membership only, but can be used to assist with family membership as long as the employee is enrolled as an active member.

To qualify for the half monthly fee reimbursement, submit original receipts proving active membership during each month that reimbursement is requested (maximum of \$10/month or \$60 for a six-month period), along with a **Physical Fitness Reimbursement Request Form** to the Personnel Department for processing. Reimbursement checks will be made out to the employee. Payment to the fitness facility is the employee's responsibility. Qualified Fitness Facilities include: a gym, weight training center, racquetball club, aquatic center, aerobics center, karate facility, yoga facility or any incorporated fitness facility that charges a fee for the use of the facilities or equipment. Please consult Personnel with any questions about qualified fitness facilities.

### *WELL BABY CARE BENEFIT*

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When a City employee (or a spouse) has a baby, reimbursements are available at a maximum of \$100/visit for all in-hospital exams, six doctor office exams the first year, and three exams the second year, including lab and x-ray expenses. Immunizations and inoculations are covered by our medical plan with a \$5 co-pay. (The \$5 is not reimbursable.) To receive reimbursement for Well Baby Care, you must first submit all medical costs (or have your physician do so) to the City's health care provider (currently Regence Blue Cross/Blue Shield). When you receive the benefit denial form from the provider, you may submit that form with a **Wellness Reimbursement Request Form** to the Personnel Department for processing. The check will be made out to the employee. Payment to the medical service provider is the responsibility of the employee.



### *ROUTINE PHYSICAL EXAM BENEFIT*

**Effective August 1, 2010 Physical Exams will not be reimbursed through the Wellness Program. However they are still very much encouraged and covered through employee's insurance plans.**