

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) REVISED AUG 13/14

1. Introduction

The Town of Stratford values its' employees and recognizes that an investment in increase 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 \$300 per year per employee subject to the available budget allocation on a first come first serve basis, upon presentation of a receipt for the initiative to the Director of Finance and Technology (revised August 13, 2014).

Wellness initiatives that will be funded include:

- Memberships in health or fitness clubs
- Participation in wellness classes such as yoga, pilates, and 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)
- Other similar activities to increase health and wellness approved by the Manager of Finance and Technology.

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.