

# City of Crossville Employee Wellness and Weight Loss Program

## 2016

WELLNESS: the quality or state of being healthy in body and mind, especially as the result of deliberate effort.

There is never a bad time to make a positive change. It is up to you to focus on setting healthy and realistic goals for your health and well-being. The City of Crossville is taking the first steps in promoting a worksite culture that supports employees' desire to make healthy lifestyle choices.

The objective of this program is to help employees become involved in their own health and to help them develop healthy lifestyle habits. The overall success of the City of Crossville is dependent upon its employees.

### **Requirements:**

- ❖ All full time employees of the City of Crossville are eligible to participate in this program.
- ❖ A requirement of eligibility for 100% of the incentives is that the employee must have completed their annual wellness exam/physical. The annual wellness exam/physical must have been conducted in 2015, or be conducted prior to June 30, 2016. Employees who participate in the weight loss program, and did not have their annual exam/physical, will only qualify for 50% of the incentives offered.
- ❖ Each participating employee must maintain a walking activity log. To continue to be eligible for the program, each participating employee must log ten (10) walking activities per month. Each event will need to be documented with a step count, length of activity and date.

### **Registration:**

December 1, 2015 to January 4, 2016

Employees who participate in the weight loss program must register with the Human Resources office no later than January 4, 2016. The initial weigh in will be conducted on a designated day in January 2016.

### **How the program works:**

- ❖ Employees who wish to participate would set a weight loss goal for the six (6) month duration of the program. Each employee has the opportunity to earn \$10.00 for every pound lost, up to a maximum dollar amount of \$250.00 (25 pounds).
- ❖ There will be a weigh-in on March 16, 2016. Weight loss will be calculated as a percentage (%) of body weight. At the March 2016 weigh in, the employee that has lost the highest percentage of body weight will receive a monetary reward of \$100.00. The employee that has lost the second highest percentage of body weight will receive a monetary reward of \$50.00. (If a wellness exam/physical was not conducted, winning employee will only receive 50% of the monetary reward.)
- ❖ This initial weight loss program will conclude on June 30, 2016. June 30 will be the final weigh in. The employee who loses the overall highest percentage of body weight within the six month program period will receive a monetary reward of \$300.00. Second highest percentage of body weight lost will receive \$200.00, with third highest receiving \$100.00. (If a wellness exam/physical was not conducted in 2015, or before conclusion of program, the winning employee will only receive 50% of the monetary reward.)
- ❖ At the end of the six (6) month weight loss program period employees who successfully lose weight will be awarded their \$10.00 per pound lost up to the maximum of \$250.00.