

CITY OF NEW LONDON WELLNESS POLICY

Recommended by Finance & Personnel Committee: December 4 th , 2013	Approved by City Council: December 10 th , 2013	Implementation Date: December 10 th , 2013
Revision Updates: March 2013, October 2013		

PURPOSE

The purpose of this policy is to provide support for the City's employee wellness program. The City understands that there is a return on the investment in having healthy employees and healthy families through lower/fewer health insurance/medical costs, a reduction in sick related absences from work, a reduction in presenteeism (output loss when sick at work), a reduction in personal stress, a reduction in work related injuries/workman's comp claims, an increase in employee morale and ultimately higher employee performances/output. The City of New London promotes positive cultural changes in its employees by encouraging them to make healthy food choices and participate in activities that support an active lifestyle.

DEFINITIONS

Regular Full Time Employee (Exempt and Non-Exempt): City of New London or New London Utilities Employees who work 2080 or more hours per year.

Regular Part Time Employee: A City of New London or New London Utilities employee who is regularly scheduled to work at least 1664 hours per year but less than 2080 hours per year.

Part-Time Employees: A City of New London or New London Utilities employee who are normally scheduled to work less than 1664 hours per year. Fire Department Employees are considered part-time employees in this policy.

Seasonal Employees: A City of New London or New London Utilities employee hired to perform seasonal work for a specific time period.

Temporary Employees: A City of New London or New London Utilities employee who are normally hired to fill in on a limited basis with no specific end date or a specified time period. Employment terminates at the end of the assignment.

Family: Includes City of New London or New London Utilities employee, spouse and any dependant children who are eligible to be covered under the employee's health plan.

POLICY

Regular Full Time Employees (Exempt and Non-Exempt):

Regular full time employees and their families are eligible to use the New London Aquatics and Fitness Center free of charge. Services include use of the weight room and pool for "open swim" use. Other services (i.e. swimming lessons) are not a benefit given free of charge.

Regular full time employees and their families are eligible to attend all land based and water based exercise classes offered by the New London Parks and Recreation Department free of charge.

Regular full time employees and their families are eligible to attend open gym at the Washington Center free of charge.

Regular full time employees and their families may also be eligible for other specific programs, activities or events free of charge; employees will be notified of those offerings when they become available.

Regular Part Time Employees & Part Time Employees:

Regular part time & part time employees are eligible to use the New London Aquatics and Fitness Center free of charge. Services include use of the weight room and pool for “open swim” use. Other services (i.e. swimming lessons) are not a benefit given free of charge.

Regular part time & part time employees are eligible to attend all land based and water based exercise classes offered by the New London Parks and Recreation Department free of charge.

Regular part time & part time employees are eligible to attend open gym at the Washington Center free of charge.

Regular part time & part time employees may also be eligible for other specific programs, activities or events free of charge; employees will be notified of those offerings when they become available.

Seasonal Employees:

Seasonal Employees are not eligible for this wellness benefit except those seasonal employees who are lifeguards or exercise instructors (land or water based). Lifeguards and Exercise Instructors can use the Aquatics & Fitness Center weight room and pool for “open swim” free of charge as their job requires a high level physical fitness to perform the job. Other services (i.e. swimming lessons) are not a benefit given free of charge.

Lifeguards and Exercise Instructors are eligible to attend all land based and water based exercise classes offered by the New London Parks and Recreation Department free of charge.

Lifeguards and Exercise Instructors are eligible to attend open gym at the Washington Center free of charge.

Temporary Employees:

Temporary Employees are not eligible for this wellness benefit.