



COUNTY OF SAN LUIS OBISPO
DEPARTMENT OF HUMAN RESOURCES

Tami Douglas-Schatz *Director*

TO: Management, Confidential, Attorneys and District Attorney Investigators

FROM: Ashleigh Szkubiel, Benefits Manager

DATE: November 16, 2020

SUBJECT: Wellness Benefit

The County is pleased to provide the Wellness Benefit to eligible employees, effective January 1, 2021. The Wellness Benefit provides up to \$200 for one of six health maintenance alternatives during the program year. The program year for 2021 is January 1, 2021 – December 31, 2021. Following is descriptions of available alternatives.

CHOOSE ONE ALTERNATIVE:

1. A physical examination by a medical doctor of the employee's choosing. Employees will be reimbursed up to \$200 of out-of-pocket medical expenses associated with a routine physical examination.
2. A non-transferable weight control/counseling program of the employee's choosing. Prior approval from HR Benefits is required. Items which are not eligible for reimbursement are food, drugs, books, videos, tapes, or home exercise equipment. Employees will be reimbursed up to \$200 per year.
3. A Smoking Cessation Program of the employee's choosing. Eligible employees must notify HR Benefits of their program selection. Smoking cessation programs must meet the following criteria:
 - The program must be based in San Luis Obispo County
 - The program must have a primary focus of long term change to stop smoking
 - There must be regular, supervised meeting/counseling or follow up sessions
 - i. Items which are not eligible for reimbursement under this option are food, drugs, books videos or tapes. Employees will receive a reimbursement in the amount up to \$200.
4. A formalized physical fitness or wellness activity. Many that are provided by a School District or Municipal Recreation Department are allowed, but require approval from HR Benefits. Employees will be reimbursed up to \$200 for costs associated with these activities.
5. A wellness/fitness program offered through a local fitness provider. Employees can go to any gym of their choosing. A list of wellness/fitness providers offering discounts to County employees will be available on the HR Benefits Wellness page in early January. The County will reimburse employees up to \$200 per Program Year for the following fitness provider expenses:

- Gym/Fitness Center enrollment fees
 - Private and public swimming pool fees
 - i. Examples of unauthorized expenses are: family member expenses, golf club membership dues and fees, membership fees associated with competitive sports activities, such as softball, football, or soccer.
- 6.** Enrollment in the Kennedy Club Fitness Corporate Membership Program, information which can be found on the Wellness webpage.

