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MEMORANDUM

TO: ALL COUNTY EMPLOYEES
FROM: ERIC WORKMAN, COUNTY ADMINISTRATOR
DATE: June 24, 2016 
RE: EMPLOYEE HEALTH & WELLNESS PROGRAM

The Employee Health & Wellness Program is an initiative set up to encourage employees to engage in health and wellness activities. The County will increase affordability and accessibility to such activities by sharing in the cost of a membership for you and your immediate family.

The program began on July 1st, 2007 and continues today by affording any eligible employee the opportunity to submit an application along with a receipt of membership and facility brochure to an approved wellness center, health club, gym, or community/recreation center for reimbursement of up to 50% of the yearly fee, not to exceed \$200.00. This program may be reported to the IRS as a taxable fringe benefit.

Below you will find answers to many of the common questions regarding this program:

Who is eligible for this Program? - Any current employee or retiree who is eligible for the County health insurance benefit.

What is reimbursable? - 50%, up to \$200 of a yearly membership for an employee (this benefit also includes 50% of a qualified family plan membership (family plan must be purchased under the county employee name)).

What types of facilities are approved under this Program? - Facilities that offer yearly memberships such as YMCA's, Curves, Wellness/Recreation Centers, Nautilus, etc. (Please be advised that some monthly memberships to recreational facilities may be reimbursable provided the employee commits to the program for at least one year.)

What are the benefits of this Program? - To promote the physical and mental health and wellbeing of County employees; to potentially lower healthcare costs to the County; to provide County employees with value-added benefits that will lower turn-over; to foster positive family-oriented activities; and per an independent study conducted by Boise State University, it was identified that higher levels of independent components of fitness may positively influence employee's productivity, job satisfaction and absenteeism (Journal of Exercise Physiology, Vol. 6, No. 1; 2003)

How do I get started? - Pick up and complete an application from the County Administrator's Office and return it with a receipt of membership and facility brochure.

If you have any questions regarding eligibility, please do not hesitate to contact me prior to purchasing a membership.

Thank you.

**EMPLOYEE HEALTH & WELLNESS PROGRAM
APPLICATION**

Name: _____ Date: _____

Department: _____ Position: _____

Years of Employment: _____

Name of Health and Wellness Facility: _____

Type of Facility: _____

Facility's Contact Information: (Phone) _____

(Address) _____

Membership Start Date: _____ Membership Expiration Date: _____

Membership Type: _____

Cost of Yearly Membership: \$ _____ *(If monthly membership/billing, employee agrees to commit to program for at least one year.)*

Date in which Membership was purchased: _____

Name in which Membership was purchased: _____

I _____ do hereby attest that all information provided above is,
(employee signature)
to the best of my knowledge, accurate and truthful.

Date: _____