

CITY OF LOS ALAMITOS Wellness Program



City of Los Alamitos

Wellness Program

The City of Los Alamitos Wellness Program is an effective method to promote the health and wellness of city employees. The program is designed to encourage awareness of health related issues, improve morale, and will, in time, likely reduce the cost of employee injuries and healthcare.

Goals

- Improve general health and well-being
- Improve productivity
- Improve the sense of being a team
- Improve morale and attitude
- Decrease absenteeism
- Reduce turnover rate
- Decrease injuries

The City of Los Alamitos Wellness Program is an effective tool that benefits both the employee and the City of Los Alamitos. The program is developed for **voluntary** participation in any or all of the below listed activities. Any employee demonstrating participation in the recognized events will receive the number of points associated with each specific wellness objective.

Program Information

A point tabulation system will be created by the Human Resources Department. Once proof of completion of a wellness objective is received and verified, the points for completing the objective will be awarded quarterly. All completed objectives must be submitted by 15th of April, August, and/or December and cannot be carried forward.

Health Screen	5 point each, max 20 points
Race Los Al, and Other Events	5 points each, max 20
Biggest Loser Challenge	5 points
Health Education Classes	2 points each class, max 20 points
Baker to Vegas Participation	5 points
Personal Organized Fitness Events	5 points each, max 20 points

1st Place = \$50 Gift Card
2nd Place = \$25 Gift Card
3rd Place = \$15 Gift Card

Points will be tabulated at the end of each quarter and cannot be carried over to the next quarter.

All participation is strictly voluntary on the part of the employee. The City of Los Alamitos assumes no liability for an employee's participation in the Wellness Program. You should always consult your physician prior to beginning any exercise program.

Any disputes or interpretations of the program will be handled through the Human Resources Department and cannot be grieved. The City reserves the right to stop or amend this program at any time.

Health & Wellness Screenings

We all want to enjoy good health. One of the best ways to do this is to participate in preventive care, such as checkups, vaccinations, and annual screenings at different ages. Each employee may use their medical benefits to conduct a physical with their primary physician. The physical should include a blood panel test, and any other specific assessments available to prevent future health risks, or to identify current health risks. Employees who complete the physical and additional screenings must submit proof of screenings to the Wellness Coordinator in Human Resources and upon approval will receive five (5) points for each screening with a maximum of twenty (20) points toward the Wellness Program.

Biggest Loser Challenge

At least once per year, the Los Alamitos Recreation and Community Services Department will administer the Biggest Loser Challenge. The challenge will be scored based on participation and five (5) wellness points will be awarded to those that fully participate. Accommodations will be made for those whose movements need to be modified.

Health Education Classes - Lunch and Learn

Employees who attend City initiated education courses offered by a medical group or other health and wellness organizations will receive points towards the Wellness Program. Two (2) points toward the Wellness Program will be given for every one hour of class time, with a maximum of twenty (20) points. All courses must be submitted to the Wellness Coordinator in Human Resources for approval in order to receive points.

Baker to Vegas Run

Sworn police personnel that participate in the Baker to Vegas Challenge will receive five (5) points toward the Wellness Program. The Baker to Vegas Challenge is a 120-mile foot race and the world's largest law enforcement athletic event.

Race Los Al

Employees who enter and complete Race Los Al can earn 5 points with a maximum of twenty (20) points for each additional organized event participation. All organized fitness events such as marathons, 5k runs, mud runs, CrossFit competitions, endurance challenges, martial arts competitions, etc. must be submitted to the Wellness Coordinator in Human Resources for approval. An employee who completes an approved fitness event will earn five (5) points per event toward the Wellness Program.