

RESOLUTION NO. 2019-27

**A RESOLUTION OF THE MASON TRANSIT AUTHORITY BOARD
ADOPTING A REVISED WELLNESS POLICY (POL-602) WHICH SHALL
SUPERSEDE AND REPLACE IN FULL ANY PREVIOUSLY ADOPTED
WELLNESS POLICY, AND RESCINDING RESOLUTION NO. 2014-06.**

WHEREAS, by Resolution No. 2014-06, the Mason Transit Authority established a wellness policy; and

WHEREAS, it is necessary to update the policy relating to establishing an annual budget and financial incentives;

NOW THEREFORE, BE IT RESOLVED BY THE MASON TRANSIT AUTHORITY BOARD that the Wellness Policy (POL-602), which is attached hereto and incorporated herein, be established and adopted; and

BE IT FURTHER RESOLVED that this Wellness Policy (POL-602) shall supersede and replace in full any previously adopted or approved Wellness Policy, including rescinding Resolution No. 2014-06.

Adopted this 15th day of October, 2019.



Randy Neatherlin, Chair



Wes Martin, Vice-Chair



John Campbell, Authority Member

Kevin Dorcy, Authority Member



Deborah Petersen, Authority Member



Don Pogreba, Authority Member

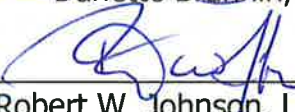



Kevin Shutt, Authority Member

Sandy Tarzwell, Authority Member


Sharon Trask, Authority Member

APPROVED AS TO CONTENT: 
Danette Brannin, General Manager

APPROVED AS TO FORM: 
Robert W. Johnson, Legal Counsel

ATTEST:  DATE: October 15, 2019
Tracy Becht, Clerk of the Board



Title:	Wellness Program
Number:	602
Effective:	October 15, 2019
Cancels:	June 1, 2014
Prepared by:	LeeAnn McNulty, Administrative Services Manager
Approved by:	Authority Board Resolution No. 2019-27

POL-602 WELLNESS PROGRAM

This policy applies to all Mason Transit Authority (MTA) employees.

1.0 Purpose

To create an environment that supports healthy lifestyles and offers opportunities for employees to optimize their health and well-being. A healthy staff results in a more productive workforce with less absenteeism, fewer accidents, lower health care costs and greater overall savings by reducing the incidence of disease and disability.

2.0 Goal

- 2.1 To support wellness in the workplace by creating a program that includes voluntary health education and fitness activities that meet the needs and interests of the employees of MTA.
- 2.2 Pursue earning the AWC WellCity award and receiving a medical premium discount.

3.0 Policy

- 3.1 The Wellness Team will be comprised of volunteers from the following teams Administrative Services, Operations, Drivers, Maintenance, , CommCenter, and T-CC.
- 3.2 Members of the Wellness Team will serve an indefinite term and are encouraged to be enthusiastic and supportive of the purpose and goal of the Wellness Program.
- 3.3 The Wellness Team will meet at least quarterly during regular business hours and will follow an agenda prepared by the Chairperson of the Wellness Team.
- 3.4 Duties of the Wellness Team include:
 - Provide enthusiastic support of the purpose and goal of the Wellness Team.
 - Create a sense of employee ownership by participating in the planning and promotion of wellness activities.
 - Perform evaluations of ongoing programs and activities.
 - Provide peer support and advocacy to boost wellness program participation.
 - Share responsibilities to lessen the workload impact on the Chairperson.



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- Establish an annual budget for the Wellness Program to be used for:
 - Special programs and promotions.
 - Health equipment for wellness rooms.
 - Other initiatives to promote employee health.
- 3.5 Offering financial incentives to drive robust participation.
 - Wellness participants are eligible for financial Wellness incentives up to \$300 per year.
 - The Wellness Team establishes criteria to earn incentives or receive reimbursements, using the following as a general framework.
 - Fees for organized exercise events (5K walks, marathons, wellness challenges).
 - Health classes (Weight-Watchers, nutrition education, etc.).
 - Gym or health club memberships.
- 3.6 Any financial incentives paid will be part of the employee’s paycheck and are taxable.
- 3.7 Financial incentives will be predicated on MTA’s annual agency budget capacity.