

## City of Cookeville Employee Fitness Initiative

As a part of its Health and Wellness Program, the City of Cookeville is encouraging employees to lead active, healthy lifestyles and is providing incentives for employees who voluntarily engage in regular physical exercise and who become better informed about health and wellness issues through attendance at educational programs. All City employees will have the opportunity to receive monetary awards for participation in this Fitness component – called “Get Fit”.

### Get Fit Basics:

- Participation is open to all City of Cookeville employees.
- Participation is voluntary.
- Exercise logs must be kept and submitted monthly.
- Exercise must be completed during non-working hours. (except Fire Dept.)
- All exercise is on the honor system.
- Attend at least one Lunch and Learn program every six months.
- Two incentive plans are offered:

### **Plan A:** (No physical fitness assessment required)

1. Sign the attached agreement to participate.
2. Keep an exercise log documenting activity and turn-in monthly.
3. Attend one Lunch and Learn educational program during a six month period.

**Level 1:** Complete a minimum of 30 minutes of exercise 72 times in a six month period.

**Level 2:** Complete a minimum of 30 minutes of exercise 120 times in a six month period.

### Monetary Award for successful completion:

Level 1 - \$25 (taxable) at the end of six months.

Level 2 - \$50 (taxable) at the end of six months.

### **Plan B:** (Physical fitness assessment required)

Complete all components of Plan A, plus a physical fitness assessment at the end of six months.

### Assessment includes:

1. Flexibility (tested by a sit and reach measurement)
2. Muscular Strength (tested by push-ups)
3. Muscular Endurance (tested by sit-ups)
4. Cardiovascular Endurance (tested by a timed 1.5 mile run or a timed 1 mile walk)
5. Body Composition (tested by body fat analysis – bioelectrical impedance)

### Monetary Award for successful completion:

**Level 1:** Score in the target range for age and gender in three of the five components of physical fitness - \$75 (taxable) at the end of six months.

**Level 2:** Score in the target range for age and gender in four of the five components of physical fitness - \$100 (taxable) at the end of six months.

**Level 3:** Score in the target range for age and gender in all five components of physical fitness - \$125 (taxable) at the end of six months.

Participant exercise logs and Lunch and Learn attendance will be evaluated by the Get Fit committee at the end of each six months. The committee will confirm successful completion, recognize successful employees and recommend the monetary award be issued.

## Get Fit Agreement

Be sure you are healthy enough to exercise. Check with your doctor for a medical evaluation before beginning any physical activity or exercise program, especially if you have been inactive or sedentary for a long time, are overweight, have a high risk of coronary heart disease or have some other chronic health problem.

I \_\_\_\_\_ have read the information above and I voluntarily agree to participate in the City of Cookeville employee fitness initiative called Get Fit. I understand and agree that the program is designed to encourage a healthy lifestyle and reward me for regular exercise and physical fitness. I understand the type of exercise activity I undertake is solely my choice and that I should consult a physician for a medical evaluation before I begin any exercise program. I agree to keep an accurate and honest log of my exercise and to turn in that log monthly in order to qualify for the monetary award. I agree to attend one scheduled Lunch and Learn educational program in each six month period in order to qualify for the monetary award.

I wish to participate in the Get Fit plan as outlined above:

Plan A \_\_\_\_\_ (no physical fitness assessment required)

Plan B \_\_\_\_\_(physical fitness assessment required)

I understand that after each six month period the Get Fit committee will evaluate my exercise log and (if participating in Plan B) my physical fitness results to determine if I qualify for the monetary award. I hereby give permission for my personal exercise and physical fitness record to be reviewed by committee members.

I understand that I am voluntarily participating in this program and that I am solely responsible for the exercise and activity level in which I engage. I personally assume any and all risk of injury, illness (including heart attack, cardiac arrest or stroke) or death that may occur during or as a result of my participation in this program. I also understand that any injury or illness is not covered by workers compensation because I am not at work or engaging in any activities necessitated by my employment with the City of Cookeville. Accordingly, I agree to take full responsibility for my personal exercise and should I receive any injury or illness during physical exercise or associated with or as a result of physical exercise, I will hold the City of Cookeville harmless. I understand physical exercise associated with the Get Fit initiative is to be completed during non-working hours, on my personal time, and that any injury I may sustain as a result of physical exercise will not be filed as a worker's compensation claim.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
email address

\_\_\_\_\_  
Department