



County of Wetaskiwin No. 10 Municipal Policy

Department:

12.2 Payroll & Benefits

Policy No.

12.2.13

Title Health Spending Account

1. Policy Statement:

- 1.1. The County recognizes that the health and wellness of its employees contributes to the overall productivity and effectiveness of the municipality's functions.

2. Guidelines:

- 2.1. The County shall encourage and promote the health and wellness of its employees by reimbursing the cost of wellness-related activities up to Five Hundred (\$500.00) per permanent employee per year. In the case the employee was hired during the year, the value will be pro-rated.
- 2.2. This policy does not apply to Council.
- 2.3. The Wellness-Related expense may be incurred by the employee or a member of the employee's Family Unit but only the employee is eligible for the reimbursement.
- 2.4. Wellness-Related Activities may be incurred during an employee's probationary period but will not be reimbursed until the probationary period has been successfully completed.
- 2.5. Canada Revenue Agency rules will apply to any reimbursements made.

3. Eligible Wellness Related Activities:

- 3.1. Any health/wellness expenses not covered, in whole or in part, under the County's health and benefit plans.
- 3.2. Vision Care Expenses.
- 3.3. Personal Protective Equipment such as CSA approved work boots.
- 3.4. Other Activities not specifically mentioned may be eligible at the discretion of the CAO, provided that the Activity meets the intent of this Policy.

4. Related Documents:

- 4.1. Administrative Directive w/Application Form

Scott MacDougall, CAO

Date

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