

River Valley Child Development Services
WELLNESS INCENTIVE STIPEND POLICY

Effective: August 1, 2020

River Valley Child Development Services, hereinafter referred to as RVCDS, strives to increase the well-being and productivity of all employees, through the enhancement of all aspects of health. In an effort to achieve this, RVCDS implemented wellness incentive stipends with a goal of keeping health insurance premium increases at a minimum. RVCDS seeks to increase awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors and to provide opportunities and a supportive environment to foster positive lifestyle changes. RVCDS provides a \$300 wellness incentive stipend geared towards the following areas:

- Healthy Food – Fresh alternatives, NutriSystem, etc.
- Fitness Ideas – Gym memberships, purchasing fitness equipment for home use, purchasing fitness apparel, program memberships (Weight Watchers)
- Class Registration – Aerobics, Zumba, Yoga, Swimming, Massage Therapy
- Smoking cessation resources and programs

Employee Eligibility

All full-time employees are eligible to apply for the full amount during the annual enrollment period. Full-time employees who have completed their provisional benefit period are eligible to apply for a pro-rated stipend and are also eligible to apply for the full amount of the wellness incentive stipend during the annual enrollment period. Employees who are still in their provisional benefit period are not eligible.

