

**Earning Points**  
*(must be non-work related activities)*

| <u>Points</u> | <u>Activity</u>  |
|---------------|--|
| 5             | Walk/Jog – 1 mile <b>non-stop continuous</b> 2½ points per ½ mile  |
| 5             | Cardio-type team or individual sports: aerobics, tennis, volleyball, softball, basketball, nautilus, dance class, bicycling, golfing (no cart), yoga- <b>Each continuous 30 min.</b> (walk/jog not included) |
| 1             | Drink at least 64 oz clear water per day (max 1 point per day)   |
| 1             | Eat at least 6 servings of fruits/vegetables per day (max 1 point/day)   |

**Purchasing Awards**

Wellness points and safety points can also be used to purchase from an online third party with a selection of 1,000's of Name Brand Award items. C A Short is the third party administrator. They will be assigning you a user id and password and this will be mailed to you soon.

**Their website for ordering awards is:**  
[www.casawards.com/rockinghamcounty](http://www.casawards.com/rockinghamcounty)

Rockingham County  
 Employee's Wellness Program



“The return on this ‘investment’ is measured by such factors as: improved ability to handle personal and job-related stress; increased energy and stamina; improvement in self-image and self-confidence; higher levels of morale and team spirit among employees; improved decision-making; and decreased absenteeism and turnover. In general, with better employee health, there is greater productivity and reduced costs both to employer and employee.”

*Human Resources Management (1989)*

**ROCKINGHAM COUNTY  
 EMPLOYEE'S WELLNESS  
 PROGRAM**



**MISSION**

The Rockingham County Employees' Wellness Program is designed to promote health education and meet the wellness needs of Rockingham County employees and to encourage personal development and health maintenance by promoting activities and programs which promote wellness.

## Purpose

The Rockingham County Employees' Wellness Program (RCEW) is a voluntary program to promote activities and seminars that will provide incentive to county employees to improve their health by developing behavior patterns that support healthier lifestyles.

## History

In 1986 a group of employees designed and proposed the Wellness Program. The County Commissioners budgeted it for three years. The program has succeeded and it continues to be funded. The program operates with the County's fiscal year (July-June) which enables the program's governing body to submit annual budget requests to the Commissioners for operating funds.

## Objectives

- To improve well-being that contributes to a healthier, happier, and longer life.
- To stimulate employee morale.
- To increase work productivity.
- To reduce absenteeism.
- To reduce pay-outs from insurance and Workman's Compensation.
- To minimize employee turnover.

## Health Incentive Awards

Incentive awards are given to encourage employees to participate in regular physical fitness activities and proper diet. Earned points are recorded on a calendar record and given to the departmental Contact Person who reports the points.

Points must be submitted no later than the end of the first full week of the following month.

## Wellness Incentive to Earn Day Off Initiative

Employees are responsible for requesting accrual time by using the "Rockingham County Employee Wellness Points Requisition for Vacation Accrual Time Form". A complete outline including forms for keeping a record of daily points and requesting for accrual time can be found on the web site at Safety & Risk Management. Go to <http://www.co.rockingham.nc.us>. Click 'Departments' and go to Safety & Risk Management.

**Eligibility:** All employees full-time and part-time eligible to earn accrual time. Other employees may earn wellness points but not accrual time. These employees must complete a registration form and forward it to the Safety & Risk Manager.

**Goal:** To maintain or improve healthy lifestyle habits

**Incentive:** The following objective will be established to allow employees to earn paid time off by exercising and eating wisely. Employees will report their progress through the wellness points system.

**Objective:** Employees to consistently earn and report monthly.

Award if objective is met:

For each period of three consecutive months with at least 135 wellness points per month (not average) Accrual time may be requested in six month intervals.

- Full time employee earns 4 hours vacation time.
- Permanent Part-time eligible to earn 'accrual' time (30 hrs) earn 3 hrs. Part-time employees eligible to earn 'accrual' time (less than 30 hrs) earn 2 hrs.

For each period of three consecutive months with at least 70 wellness points per month (not average)

- Full time employee earns 2 hours vacation time.
- Permanent Part-time eligible to earn 'accrual' time (30 hrs) earn 1.5 hrs. Part-time employees eligible to earn 'accrual' time (less than 30 hrs) earn 1 hrs.

Earn extra accrual time: Full time employees will be credited an additional hour by requesting accrual time in six month increments. 3 hours in twelve month increments.