

PERSONNEL POLICY

WELLNESS PILOT PROGRAM

Personnel Policy for Wellness Programs and Incentives

The Albany Area School District (“Employer”) desires to offer incentives to employees who voluntarily choose to participate in wellness programs (“Wellness Programs”) pursuant to a pilot program (the “Pilot Program”) that is made available through Resource Training & Solutions Wellness Alliance (“Wellness Alliance”). The Pilot Program is intended to be temporary and will sunset on the date set forth below.

Section 1. Pilot Program. During the term of the Pilot Program, employees will be provided financial incentives to participate in and complete Wellness Programs made available through the Wellness Alliance. Participation in the Pilot Program by employees is completely voluntary.

Section 2. Eligibility. Incentives under the Pilot Program are payable to employees who are enrolled in Employer-sponsored group health plans made available through Resource Training & Solutions. The Pilot Program shall terminate with respect to any class of employees that ceases to participate in group health plan coverage made available through Resource Training & Solutions.

Section 3. Program and Incentives. The Wellness Program and incentives made available through Resource Training & Solutions may vary in design and amount during each year the Pilot Program is in effect. Programs and incentives will be described in materials provided by the Wellness Alliance and distributed to employees.

Section 4. Confidential Information. Individual information that employees provide on the health risk assessment or through biometric screening will not be shared with the Employer or the Wellness Alliance. The Employer will receive information on who participated in wellness programs along with the amount of incentives to which they are entitled.

Section 5. Temporary Program; Sunset Provisions. The Pilot Program may be amended or terminated at the discretion of Employer at any time, but incentives earned before the Pilot Program is terminated will be payable as described herein to participants enrolled in employer-sponsored group health plan coverage through Resource Training & Solutions. The Pilot Program will automatically terminate on December 31, 2017 unless renewed by the Employer. Employer is not required to bargain for renewal or extension of the Pilot Program.