

## Program Details

*This is an overview of the many benefits that Healthy Hillsboro offers. For more information and details on any part of this program, please contact the Human Resources Department, 503-681-6455.*

### SHARC: Shute Park Aquatic & Recreation Center

Employees and their eligible dependents receive a membership to SHARC. This includes access to pools, group fitness classes and a full gym.

### Gym Membership

Gym membership (including initiation fees and monthly dues) are now eligible up to a \$200 per fiscal year reimbursement, per family. Choose to pay for months in advance or monthly. You can submit requests twice a year.

### Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) offers free and confidential assessments, referrals, and counseling. These services are available at any time and can assist with work-related concerns, personal problems, and other issues affecting your well-being. The program also offers a wide variety of information and referral services which are all designed to assist employees and their family in resolving work/life issues. EAP provides counseling services for issues including but not limited to:

- Coping with stress
- Financial and legal services
- Family issues
- Alcohol or drug related problems
- Health & Wellness Education



## Annual Reimbursement Limits

The maximum amount that can be reimbursed per employee is \$200 per fiscal year. In some cases an individual limit applies.

- Fitness Classes
- Race Entry Fees (*with proof of attendance*)
- Exercise Equipment/Fitness trackers
- Gym Membership
- Ergonomic Work Station - Examples: adjustable desk, desk chair, laptop stand, lumbar support cushion, anti-fatigue mat, ergonomic mouse and keyboard, desk lamp, and foot rest. (*Applicable to City or home workstation; \$200 limit per fiscal year*)
- Personal Training Session
- Online Streaming Fitness Classes
- Weight Watchers
- Yoga Classes

*Employees subject to a Collective Bargaining Agreement (CBA) must adhere to gym reimbursement rules and limitations cited in the CBA.*

## Reimbursement Process

In order to receive reimbursement through the Healthy Hillsboro program, please fill out the Healthy Hillsboro reimbursement request form and provide proof of payment. This form can be found in the Healthy Hillsboro section of the Human Resources SharePoint page. Some requests such as race registrations will require proof of attendance.

## Kaiser

- Health Coaching can be done via phone or video, and has a phone number for appointments in addition to the [website](#): 503-286-6816.
- Online health education that includes physician-approved wellness tips, recipes, health calculators, and drug and treatment options can be found at [kp.org/healthengagement](http://kp.org/healthengagement).
- Total health online videos, podcasts, and guided imagery can be found at [kp.org/listen](http://kp.org/listen).
- Personal Wellness Coaching: Work one-on-one with a wellness coach by phone at no additional cost ([kp.org/wellnesscoach](http://kp.org/wellnesscoach).)
- Online Wellness Tools: For wellness information, health calculators, fitness videos, podcasts, and recipes from world-class chefs. ([Kp.org/selfcare](http://Kp.org/selfcare))

## CIGNA

- Chronic conditions Management: online tools, coaching and help identifying cost-savings opportunities (call:800.244.6224).
- Lifestyle Management Coaching: Phone and online coaching programs focused on helping reduce stress, quit smoking, weight loss at no cost. (call: 800.244.6224/myCigna.com)
- CIGNA Healthy Rewards: discounts program for ([myCigna.com](http://myCigna.com)):
- Nutritional Meal Delivery Service
- Happify – science based activities and games for stress and worries
- iPrevail – On-demand coaching and personalized learning
- Virtual Behavioral Care – connect virtually with a behavioral health provider

## Healthy Employees are Our Priority

The City of Hillsboro takes the health of its employees very seriously. That's why we have enhanced the services that we provide through our wellness promotion Healthy Hillsboro. This program is designed to promote a healthy active lifestyle in the areas of fitness, nutrition, and mindfulness. This is done through reimbursing some of the associated costs of health related programs and sponsoring City events such as our annual flu shots and Wellness Fair.

Employees may be reimbursed by the City up to a maximum of \$200 every fiscal year per employee for exercise programs, exercise equipment, and gym memberships. These health-related fringe benefits are considered taxable income and will be reported as wages on W-2 forms. By choosing to participate in Healthy Hillsboro, all employees and their eligible dependents are agreeing to observe the rules and regulations of the facilities and programs provided through the program. The City exercises the right to monitor the use of these programs and, if necessary, change any part of the program.

### Not Eligible for Reimbursement

- Weight loss programs that include meals or meal replacements such as Medifast, Nutrisystem, or Jenny Craig
- Recreational sports team and league fees such as swim teams, softball, or soccer leagues
- Fitness apparel or footwear



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# HEALTHY HILLSBORO