

All other CFF-JAC expenditures shall be agreed upon by the Department and UFLAC in writing and shall be made in accordance with current and long standing CFF-JAC procedures.

### **ARTICLE 9.3 WELLNESS**

- A. The City and UFLAC recognize that through early detection and treatment, injuries and illnesses can be reduced with a corresponding reduction in costs to the City. Therefore, the City and UFLAC agree to establish a cooperative work group to discuss a Wellness Program. The cooperative work group shall include an equal number of representatives from the City and UFLAC chosen by the respective parties.
  
- B. At a minimum, the Wellness Program shall include the following provisions:
  - 1. Participation in the Wellness Program, or any part of the Wellness Program, shall be optional for employees.
  
  - 2. Medical Examinations:
    - a. The medical examination portion of the Wellness Program shall continue in accordance with the Amendment to the Letter of Understanding on Wellness executed by the City on January 13, 2015, and by UFLAC on January 14, 2015.
  
    - b. The City shall continue to pay any costs not covered by an employee's health insurance for comprehensive annual medical examinations.
  
    - c. The results of the medical examinations shall be confidential. The only information provided to the City shall be non-identifiable summaries of medical and fitness data.
  
    - d. Prior to June 20, 2021, an employee shall be granted four (4) hours per year of time off with pay to get the physical examination under the Wellness Program. For employees on Platoon Duty, the Department has the discretion to instead grant the employee the equivalent of four (4) hours straight time pay. Effective June 20, 2021, the Department has the discretion to detail on-duty employees for up to four (4) hours if the employee cannot schedule the Annual Examination during off-duty hours. Such details shall not adversely affect Department staffing.
  
    - e. In order to encourage more employees to complete the Annual Fitness-for-Life Medical Examination provided by Westchester Medical Group Center for Heart and Health ("Annual Examination")

or equivalent facility as mutually agreed to by UFLAC and Management, an employee who completes the Annual Examination shall receive up to a pensionable 1.5% premium for a twelve (12) month period after the Annual Examination is completed, but beginning no earlier than June 20, 2021. Employees who complete the Annual Examination, in accordance with f, below, within the twelve (12) month period prior to June 20, 2021, shall receive the premium pay commencing on June 20, 2021. Employees shall receive the premium pay for an additional twelve (12) month period commencing on June 19, 2022, if they complete a second Annual Examination, in accordance with f, below, within the twelve (12) month period prior to June 19, 2022. Employees who do not complete the Annual Examination within the twelve (12) month period prior to June 20, 2021, shall receive the premium pay commencing on the first day of the full pay period after they complete the Annual Examination. Premium pay shall be in accordance with C., below.

- f. To qualify for the premium pay, employees must complete the Annual Examination and submit qualifying documentation on Department approved forms each year between the 1<sup>st</sup> day of the month immediately preceding the employee’s birthday month and the last day of the month immediately following the employee’s birthday month.

Example:

<b>Birthdate</b>	<b>Complete Exam and Submit Documentation:</b>	<b>Premium Paid:</b>
August 13	July 1 – September 30	1 year following submission of documentation

- g. Employees who are on leave due to an injury during the sixty (60) day period under f, above, may take the Annual Examination within ninety (90) days after they return from leave.

3. Requirements to Qualify for Wellness Premium

1. One-half (0.5) Percent Premium

- a. Annually complete 12 hours of Department approved Wellness online continuing education.
- b. Annually complete an Annual Examination provided by Westchester Medical Group Center for Heart and Health.

2. One (1) Percent Premium
  - a. Complete all items in 1 above.
  - b. Annually complete a physical fitness assessment provided by Westchester Medical Group Center for Heart and Health and achieve the following targets:

**PUSH UPS**

<b>Male</b>		<b>Female</b>	
<b>Age</b>	<b>Reps in 60 sec</b>	<b>Age</b>	<b>Reps in 60 sec</b>
18-29	41	18-29	32
30-39	34	30-39	26
40-49	27	40-49	21
50+	24	50+	18

**CRUNCHES**

<b>Male</b>		<b>Female</b>	
<b>Age</b>	<b>Reps in 60 sec</b>	<b>Age</b>	<b>Reps in 60 sec</b>
18-29	45	18-29	37
30-39	38	30-39	34
40-49	30	40-49	28
50+	27	50+	23

In lieu of crunches, employees (male and female) may alternately meet the following targets:

**PLANK**

<b>Male &amp; Female</b>	
<b>Age</b>	<b>Time to hold</b>
18-29	150 sec
30-39	120 sec
40-49	105 sec
50+	60 sec

3. One and one-half (1.5) Percent Premium
  - a. Complete all items in 1 and 2 above.

b. Annually complete an aerobic test and achieve a VO<sub>2</sub> Max as follows:

**Male**

<b>Age</b>	<b>Gerkin</b>	<b>Bruce</b>	<b>VO<sub>2</sub></b>
18-39	12:00	12:27	~44.2 ml/kg/min
40-49	11:30	11:46	~42.4 ml/kg/min
50+	10:30	11:00	~39.9 ml/kg/min

**Female**

<b>Age</b>	<b>Gerkin</b>	<b>Bruce</b>	<b>VO<sub>2</sub></b>
18-39	11:30	12:12	~42.6 ml/kg/min
40-49	10:30	10:50	~39.5 ml/kg/min
50+	9:30	9:43	~36.4 ml/kg/min