

OLDHAM COUNTY FISCAL COURT HEALTH AND FITNESS REIMBURSEMENT POLICY

Objective

Oldham County Fiscal Court believes it is important for employees to achieve and maintain a healthy lifestyle. To encourage and assist employees toward their healthy lifestyle goals, OCFC offers a health and fitness reimbursement program. Providing all requirements are met, employees can be reimbursed for all or a portion of their membership fees for going to the gym, or participating in a fitness program.

Eligibility

Health and Fitness reimbursement is available to all full-time employees who attend a health club or participate in a fitness program an average of 8 times per month.

Policy and Procedure

- Reimbursement: Employees will be reimbursed quarterly for the cost of their single monthly membership fee up to a maximum of \$54/month. Enrollment fees or annual dues are not reimbursable (YMCA and Planet Fitness have agreed to waive these). Reimbursement can only be made for one health club or fitness program per month.
- Participation Requirement: All participants must complete and submit the Health and Fitness Reimbursement Attestation Form and affirm they have attended a health club or participated in a fitness program an average of at least 8 times a month for the months in which they are requesting reimbursement.
- Cost Documentation: All Participants must electronically submit cost documentation for each month they are requesting reimbursement along with the Health and Fitness Reimbursement and Attestation form. For those who attend the YMCA and Planet Fitness, this information will be submitted by the health club. It is the employee's responsibility to notify these health clubs that they are an OCFC employee so they will know to submit this information.
- Submittal of Reimbursement Form: The Attestation Form must be electronically submitted to tschaaf@oldhamcountky.gov by the following dates for the preceding quarter, January 15, April 15, July 15, and October 15. No forms or documentation will be accepted after each quarter's deadline.
- Upon separation from employment, the Health Club and Fitness Reimbursement Attestation Form must be received before employee's last day of employment along with cost documentation (if applicable).
- Any employee who knowingly provides inaccurate or false information may be subject to dismissal from the program and required to reimburse OCFC for funds given under false pretenses.

Tax Liability

The Internal Revenue Service has determined that reimbursement of health club memberships should be reported as taxable income and is subject to FICA, Medicare, federal, state and local taxes. This will be added to employees' paychecks after reimbursement is made and will be listed as "Fringe Health Club." This applies to ALL employees regardless of whether your position is considered hazardous or non-hazardous.

HEALTH AND FITNESS REIMBURSEMENT ATTESTATION FORM

Oldham County Fiscal Court's Health and Fitness program is available to all full-time employees. Employees may receive reimbursement for up to \$54 a month provided this form and cost documentation is submitted on a quarterly basis.

For participation at Planet Fitness or YMCA, employees must submit this Attestation form by April 15, July 15, October, 15 and January 15 for the prior three months. Forms will not be accepted after the deadline for each quarter. The above-named facilities will send cost documentation to Human Resources. It is the employee's responsibility to notify the above facilities that they are an OCFC employee.

For participation at all other health facilities or fitness programs, the employee must submit this Attestation form by April 15, July 15, October, 15 and January 15 for the prior three months AND provide cost and payment documentation. Forms and cost documentation will not be accepted after the deadline for each quarter.

All forms and cost documentation (if applicable) must be electronically submitted to HR at tschaaf@oldhamcountyky.gov no later than the deadlines noted above.

Please check the months for which you are seeking reimbursement and can attest you have attended at least an average of 8 times per month.

Calendar Year 20_____

<input type="checkbox"/> January	<input type="checkbox"/> February	<input type="checkbox"/> March	Due by April 15
<input type="checkbox"/> April	<input type="checkbox"/> May	<input type="checkbox"/> June	Due by July 15
<input type="checkbox"/> July	<input type="checkbox"/> August	<input type="checkbox"/> September	Due by October 15
<input type="checkbox"/> October	<input type="checkbox"/> November	<input type="checkbox"/> December	Due by January 15

Printed Last Name	Printed First Name

Department	Employee Number

Fitness Facility or Program Name	Date of Membership

Use the below checklist to ensure all requirements are met:

- I attest that I have visited a health club or participated in a fitness program an average of 8 times a month for the months checked above.
- I am including a receipt that shows I have paid for the fitness facility or program membership for each month requested for reimbursement. (Not necessary to provide for Planet Fitness or YMCA.)
- I understand that I will be taxed on the benefit amount reimbursed to me.
- I have read the Oldham County Fiscal Court Health and Fitness Reimbursement Policy and agree to the terms set forth. I affirm that the information on this document and attached (if applicable) is accurate.

Signature

Date

WE ARE WHERE YOU ARE

YMCA OF GREATER LOUISVILLE



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

THE Y IS A COMMUNITY with an everyday mission to help you achieve a balance in spirit, mind and body. We do that by encouraging good health and fostering connections with new and old friends.

WITH 10 AREA Y LOCATIONS to serve you, there has never been a more exciting time to become a member of the YMCA of Greater Louisville. Come experience how we help our members get healthy and stay connected.

MEMBERSHIP FOR ALL

Everyone, regardless of age, income or background, has the opportunity to learn, grow and thrive. Ask us about our affordable membership and program rates for everyone.

COMMUNITY-WIDE MEMBERSHIP

Gives you access to all 10 Y locations in Clark, Floyd, Jefferson and Oldham Counties.

JOIN US TODAY!

To learn more, visit your neighborhood Y or ymcalouisville.org today.



MONTHLY MEMBERSHIP RATES 2024

Category	Community Wide	Chestnut Street	Clark County	Downtown*	Floyd County	Northeast*	Norton Commons*	Oldham County*	Republic Bank Foundation	Southeast	Southwest
Family	\$103	\$78	\$87	\$103	\$89	\$103	\$103	\$103	\$78	\$90	\$87
Family of Two	\$91	\$69	\$77	\$91	\$78	\$91	\$91	\$91	\$69	\$81	\$72
Adult	\$64	\$49	\$55	\$64	\$57	\$64	\$64	\$64	\$49	\$57	\$55
Senior	\$57	\$43	\$48	\$57	\$51	\$57	\$57	\$57	\$43	\$51	\$49
Youth & Young Adult (10-25)	\$46	\$35	\$39	\$46	\$40	\$46	\$46	\$46	\$35	\$40	\$39
Joining Fee											
Family	\$80	\$65	\$65	\$80	\$65	\$80	\$80	\$80	\$65	\$65	\$65
Family of Two	\$80	\$65	\$65	\$80	\$65	\$80	\$80	\$80	\$65	\$65	\$65
Adult	\$55	\$45	\$45	\$55	\$45	\$55	\$55	\$55	\$45	\$45	\$45
Senior	\$55	\$45	\$45	\$55	\$45	\$55	\$55	\$55	\$45	\$45	\$45
Youth & Young Adult (10-25)	\$30	\$25	\$25	\$30	\$25	\$30	\$30	\$30	\$25	\$25	\$25

* All members of these branches enjoy Community-Wide access that also includes Calypso Cove Family Waterpark. **One-time fees for the waterpark are as follows: Family – \$250 • Family of 2 – \$175 • Youth Only – \$175** (No charge for Adult or Senior memberships).

You are invited to enjoy a **FREE WEEK** at the Y!

BUILDING A BETTER WORKFORCE



HEALTH AND WELLNESS START HERE



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

**BRING THIS FLYER WITH YOU FOR
A FREE WEEK AT THE Y! JANUARY 22 - 28, 2024**

OLDHAM COUNTY FISCAL COURT and the YMCA of Greater Louisville partnered to give you special savings through the YMCA Worksite Wellness partnership. You'll receive:

- 100% off join fee
- Up to one month free with prorated membership
- Oldham County Fiscal Court will contribute \$10 monthly towards each Partner employee YMCA membership
- Discounts on swim lessons, youth sports, child development programs, camps & more

In addition to the FREE WEEK AND BENEFITS, you'll also enjoy motivating group fitness classes, year-round swimming, great programs for kids and personalized healthy living programs for the entire family!

Stop by any of our 10 locations, show proof of employment at the front desk, and get started on your wellness journey! Scan the QR code below to explore a full list of member benefits and to find a location nearest you.

TO LEARN MORE ABOUT WORKSITE WELLNESS:

Corporate Relations Director
502.523.9277 or
cr@ymcalouisville.org

The Y is for everyone. We offer affordable membership and program rates based on household income.



ymcalouisville.org