

Trade time for fitness exception list

The trade time for fitness program is designed to **promote and increase physical activity** in employees and members of their household. Employees can receive up to \$2,000 (gross) per payroll year in reimbursement for expenses occurred from participating in exercises/sports that increase physical activity. Expenses are reimbursed through accumulated sick leave or paid time off hours.

Exceptions include items listed in the wellness categories below:

Personal safety items:

- life jackets
- bike helmets
- protective sporting gear (mouth-guards, helmets, shin guards, elbow, knee or thigh pads)

Sporting accessories

- Bike accessories (baskets, locks, saddle/pannier bags, mirrors, water bottle cages, lights, horns, GPS, odometer, bike computer electronic devices)
- Swimming accessories (goggles, nose plugs, ear plugs)
- Child bike seats, tandem bikes (trailer bikes), bike trailers (trailers pulled behind bike for transporting children)
- Shoes specifically designed for the sport and unable to repurposed (golf shoes, bowling shoes, cleats)

Sporting equipment storage/transport

- Items needed for the storage or transport of sporting goods. Items must generally be solely intended for this purpose and unable to be repurposed.
 - Golf bag
 - Bike racks
 - Canoe/kayak racks

Stress management:

- Massage (not medically necessary)
- Meditation/mindfulness/stress management apps

Weight reduction

- Behavior modification programs designed for weight loss (does not include food)

Please contact HealthWorks at 612-596-7673 or healthworks@hennepin.us with any questions.