

Trade time for fitness reimbursable expenses

The trade time for fitness program is designed to **promote and increase physical activity** in employees and members of their household.

Expenses incurred from participating in exercises/sports that increase physical activity or expenses for physical activity opportunities are reimbursable. Common fitness related expenses are listed below:

Reimbursable fitness related expenses

- Health club membership dues (excluding reimbursement from health insurance providers, e.g. [Fitness Advantage](#))
- Fitness/exercise classes
- New and used fitness equipment including maintenance, repair, parts and warranties (e.g. treadmill, bicycle, weights)
- New and used sporting gear (e.g. football, basketball hoop, baseball bat/balls)
- Fees related to exercise
 - Youth and adult sport league registration (e.g. basketball, soccer, gymnastics)
 - Organized running/walking event registration fees
 - Rink rental or ice time
 - Bike locker rental
 - Equipment rental (e.g. bike rental, snowshoe rental)
- Personal trainers
- Activity trackers/wearable devices (e.g. Fitbit)
- Day sport camps (e.g. volleyball, football)
- Purchases from private parties for fitness equipment (requires bill of sale with: seller's name, address, phone number and signature, equipment purchased, payment information, date, and purchaser name and signature)
- Sales tax and shipping/handling on qualified items

In addition to the fitness related expenses listed above, the following wellness related expenses are reimbursable:

Reimbursable wellness related expenses

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.

This is not an all-inclusive list. Fitness services and items unfamiliar or not commonly requested will be reviewed by trade time for program administrators.

If an expense is not listed on the reimbursable or non-reimbursable lists, please contact HealthWorks regarding eligibility.