

**GRAND FORKS COUNTY
POLICY MANUAL**

POLICY NO. 106-01

Eff. 2/21/12

**FITNESS POLICY FOR GRAND FORKS
COUNTY EMPLOYEES**

Rev. 11/19/13

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Employees may use up to 40 sick leave hours per year for exercise. Sick leave may be taken in two separate 30-minute increments per week. The half hour may be used in conjunction with lunch, start of workday, or end of day. For every hour of fitness participation the county will award one-half hour of work time to be used for exercise. In order to qualify the employee must exercise at a fitness center and document their attendance on their time card. The fitness center may be asked to provide a copy of some form of attendance verification to the county payroll department. Time provided by Grand Forks County is not reimbursable and will be used for the next exercise session once eligibility is established.

The County Commission encourages all employees to take advantage of available educational opportunities to maintain and improve health and fitness. Services available to all county employees from the Grand Forks Public Health office include written materials, various classes on nutrition and other health-related topics, smoking-cessation programs, flu shots, and the annual wellness fair.