

APPENDIX A

WELLNESS/FITNESS FOR LIFE PROGRAM

Objective: To enhance individual fitness, aerobic capacity, and wellness.

Requirements to qualify for bonus

Four standard salary levels:

1. Annually complete 12 hours of Wellness/Fitness-for-Life Continuing Education.
2. Complete a medical evaluation at ages 25, 30, 35, 40, 42, 44, 46, 48, 50 and annually thereafter. The medical evaluation must be completed within birth month, or within two weeks preceding or following the birth month. This testing window may be extended for participants who are ill or injured.

Four additional standard salary levels:

3. Annually complete a physical fitness assessment and achieve the following targets:
  - a) Push-ups: 24 within 60 seconds
  - b) Crunches: 35 within 60 seconds or Plank: Hold for 60 seconds.

Four additional standard salary levels:

4. Annually complete an aerobic test and achieve a VO2 Max as follows:

<u>Age Group</u>	<u>VO2 Max Target</u>
Less than 30 years	40
30-40 years	38
41-50 years	36
More than 50 years	34

Optional Medical Testing:

Bargaining unit members may request blood testing every year during their annual scheduled fitness testing.