A Great Place to Work Wellness Grant



MIIA Wellness

OVERVIEW

The Health Benefits Trust is pleased to offer a grant opportunity to assist members in creating and maintaining great places to work. This grant provides funding for projects and/or equipment that promote a healthy workforce and positive work culture. We encourage you to apply for projects that build a supportive culture and address the specific needs of your department or school.

Why is this opportunity available?

- To provide financial assistance to member groups who want to invest in employee health and well-being projects
- To support MIIA Health Benefits Trust's "Great Place to Work: Safe and Well" initiative

Goals

- To further enable employees and their families to live healthier, more productive, and vibrant lives
- To support community partnerships and goodwill

Who can apply?

- Any Health Benefits Trust member group on the health plan may apply. Please note that Dental/Vision only and Medicare plans are not included.

Guidelines and requirements

- See the online application.
- The **deadline for all submissions** is February 12, 2027.
- Grant invoices or payments are due by mid-June 2027.

What may be funded through the Wellness Grant?

The following are just a few examples of eligible expenses:

- Smart refridgerators with healthy food items available at a discount
- Commercial-grade fitness equipment
- Building a fitness center, outdoor park, or picnic area for employees
- Creating relaxation spaces, including equipment
- Healthy snack delivery (must use MIIA approved snack lists)
- Member group internal wellness incentive program
- Water filters and coolers
- Gardens, garden beds, campus trees, and outdoor/indoor plants
- Community Supported Agriculture shares
- Bikes and bike racks for shared bike programs
- Adjustable desks or risers
- Therapy dogs

For more examples of previously funded grant projects, please click here.

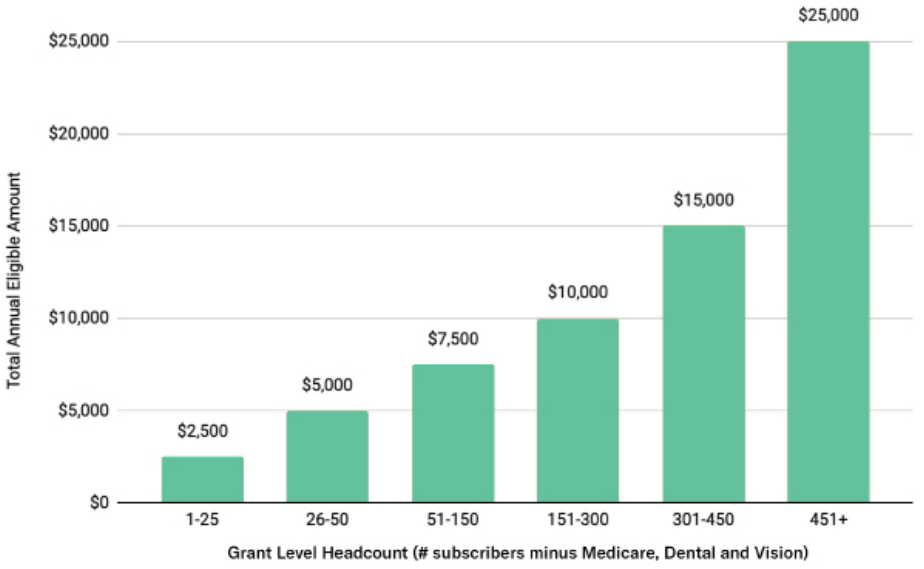
Please note: Gift cards, travel expenses, equipment maintenance costs, wages (including overtime), and annual software renewal costs are NOT eligible for funding.

Funding

The Health Benefits Trust awards up to **$1.5 million annually** through Wellness, Public Safety, and National Fitness Campaign grants. Funding is available on a **first-come, first-served basis** and must be used within the current fiscal year (FY27: **July 1, 2026 –June 30, 2027**).

Members are eligible to receive grant funding up to their designated tier amount for both Wellness and Public Safety grants. The tier limit applies separately to each grant category. For example, a member in the **$10,000 tier** may receive up to **$10,000 in Wellness funding** and up to **$10,000 in Public Safety funding** during the fiscal year.

Grant tiers based on active employee medical plan subscriber headcount



In addition, **five Fitness Court® grants of $20,000 each** are available to members in any grant tier on a first-come, first-served basis. Fitness Court® grant funding is separate from Wellness and Public Safety grant eligibility.

Organizations may submit multiple grant applications throughout the year, provided funding remains available and requests do not exceed the applicable limits for each grant category. Please refer to the chart on the previous page for grant tier details and funding limits.

As you develop your project, please keep in mind that this grant is intended to promote employee health and wellness and contribute to a positive workplace culture. For example, we encourage proposals for dedicated wellness spaces where employees can relax, rather than projects focused on upgrading office equipment. Please show us how your project will directly improve or enhance the health and well-being of your employees.

For detailed information regarding required documentation, restrictions, deadlines, and grant disbursement options, please refer to the full guidelines provided below.

Additional Guidelines

Documentation:

- ☐ Applicants should upload a detailed vendor estimate for each requested item or service.
- ☐ Two signatures are required: Chief Municipal Officer and Chief Procurement Officer attesting that all state and local purchasing regulations and guidelines are followed.

Restrictions:

1. Grants must be within the total eligible amount based on grant level headcount (see chart).
2. Grants may not be retroactive for an activity completed or in progress, or equipment previously purchased.
3. Grant funds are exclusively for the initial purchase of items specified in the grant application. These funds cannot be used for subsequent ongoing fees to maintain equipment, if applicable. Additionally, the grant does not cover sales tax on any items or services.
4. Groups may apply for more than one grant per year as long as the dollar amount does not exceed their total annual eligible amount. See grant tiers.
5. For Power and Light Depts in MA under chapter 164 with their own Chief Procurement Officer, if the department's health insurance benefits fall under the Town's plan, they do not receive separate grant funding. They must have the Town's Chief Procurement Officer approve the application.
6. Funds will be allocated on a first-come, first-served basis.
7. Leftover funds will not roll over to the next fiscal year.
8. Items that are expressly excluded are: gift cards, travel expenses, wages (including overtime), and software renewal annual costs. All submissions will be reviewed by the committee before being approved.

Deadlines:

1. The deadline for application submission is February 12, 2027 (subject to fund availability). The Health Benefits Trust management will confirm receipt of your application. All grant applications will be thoroughly reviewed on a first-come, first-served basis and notification will be sent within 14 business days.
2. The Health Benefits Trust funded portion of the grant projects must be completed and invoices submitted to MIIA Health Benefits Trust by mid-June 2027.

Grant Disbursement Options

Upon application approval, you will receive a unique link to upload all invoices.

Option 1 The Health Benefits Trust pays the vendor directly upon receipt of an invoice from the member.

Vendor tax ID number/W9 must be included with all invoices.

Please do not upload full social security numbers.

Option 2 The Health Benefits Trust will reimburse the member upon receipt of a copy of the front and back of a canceled check and a copy of the vendor invoice. If you have installment invoices for program implementation, please provide sufficient detail on all submitted invoices to clearly identify the work performed, dates of service, quantities, and costs.

Example: ABC Fitness Services provided wellness equipment installation at the Police and Fire Department fitness centers.

- Install and assemble 4 stationary bikes at Police Department gym: 4 units × $100 = $400
- Install and assemble 2 rowing machines at Fire Department gym: 2 units × $125 = $250
- Equipment delivery and setup: 1 service × $150 = $150

Invoice Total: $800

Invoices should include a description of the services provided, the quantity of items or hours worked, the rate charged, and the total cost for each line item.

All invoices and supporting documentation for payment or reimbursement must be uploaded to the grant application's unique member site, using the unique link you received upon application approval by mid-June 2027. Do not at email any invoices directly to MIIA.

Please note: The Health Benefits Trust will provide grant or other reimbursements on approval of invoices and supporting evidence of expenditure submitted. Under no circumstances will we provide reimbursement for anyone other than the vendor providing the service or purchase contracted, or the member entity for whom the service or purchase is intended.

A grant submission does not guarantee a grant award.

Questions?

For any questions, please email Emily Coderre at ecoderre@mma.org. We look forward to receiving your applications and supporting your initiatives to enhance employee well-being.

MIIA Wellness

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Nonprofit, Locally based, Member driven

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