



Wellness Matters Program

We are pleased to offer employees an innovative array of primary care and illness prevention services to help you maintain your good health. Henderson County's wellness program "Wellness Matters" offers:

Employee Wellness Clinic

Phone: (828) 694-7991

Fax: (828) 694-7992

Address: 100 North King Street, Suite 500, Hendersonville, NC 28792

Hours of Operation: Monday through Friday, 8 a.m. - 4:30 p.m.

Acute Care Walk-in Hours: 9:00 a.m. – 11:30 a.m.; 2:00 p.m. – 3:30 p.m.

The Employee Wellness Clinic (Clinic) is staffed by Nurse Practitioners and Medical Office Assistants. The Clinic is an additional medical resource and is not intended to replace your primary care physician. It is available to all Henderson County employees and their dependents age 12 and older who are covered under our medical insurance plan. It is also available to retirees who participate in the County's Retiree Health Insurance Program. The Clinic offers the following confidential services:

- **On-site Medical Care** for walk-in acute care to meet your minor medical needs and scheduled appointments to help you manage any chronic conditions that you may have. Examples of medical services provided are:
 - Blood work/lab work (ordered by your primary care provider/results reported to primary care provider)
 - Treatment of flu symptoms, lower back pain, upper respiratory infections, stomach problems
 - Support with management of high-risk health conditions and monitoring of blood pressure, cholesterol, diabetes, stress, and weight
 - Allergy shots
 - Prescriptions
 - Assist with arranging appointments for physician and diagnostic services
 - Sports/camp physicals
- **Health Education** for employees regarding how to become a more effective health care consumer and guidance in adopting healthy behaviors.
- **Support and Education** for employees managing high-risk health conditions and wellness issues.
- **Personal Consultations** to support compliance in the Wellness Matters program.
- **On-site Holistic Care** provided by a nutritionist, chiropractor, and herbal supplement counseling.

There are a number of **Employee Incentives** to encourage use of the Clinic:

- No office visit co-pay to utilize the Clinic
- No sick time usage when visiting the Clinic (actual appointment time for employee visits only)
- Routine services performed conveniently at the Clinic
- Support with managing high-risk health conditions and guidance in adopting healthy behaviors

“Wellness Matters” Wellness Discount

To participate in the “Wellness Matters” program and receive the “wellness discount”, you must:

- o Complete a confidential Health Risk Assessment (HRA).
 - o For new hires, employee should contact the Clinic and schedule a HRA which must be completed within 14 days of employment.
- o For current employees, HRAs are conducted annually. Employees receive advance communications advising of times and dates.
 - HRA results are mailed to your address on record within 4 to 6 weeks of completing the HRA. If you do NOT receive your results within 6 weeks, you should login to www.YourHealthstat.com to re-print a copy or contact HealthStat directly at 888-613-3036. The Clinic CANNOT request this for you and does not have a copy.
 - Review the results of your HRA and check your “Overall Risk Score” at the bottom of the 1st page.
 - Identify your required number of health compliance visits to the Clinic and the time frame for the each visit. Your individual schedule is located on Page 2 (the back of the 1st page) of your HRA report.
 - Schedule (and keep!) your appointments with the Clinic to review your health status.
 - Follow up with Clinic recommendations.
 - Meet 5 out of 8 of the health accountability and compliance standards listed below.*

Accountability and Compliance Standards

Health Screening	Compliance Standards
BMI or Waist Circumference	<35 or improve by 5% or Female: <= 35 inches; Male <=40 inches or decrease by 2 inches
Blood Pressure	<140/90 mmHg or decrease by 10%
Glucose	<125 or decrease by 10%
HDL (“good” cholesterol)	>30 or raise by 10%
LDL (“bad” cholesterol)	<130 or decrease by 10%
Total cholesterol	<250 or decrease by 10%
Triglycerides	<200 or decrease by 10%
Tobacco	No use

* In accordance with the Reasonable Alternative Act of 2013, if you feel you cannot meet these standards, please contact the Human Resources Department.

Clinic monitors participation and compliance and communicates to the Human Resources Department those employees eligible for the “wellness discount”. Only names will be provided. No medical information is disclosed.

NOTICE REGARDING WELLNESS PROGRAM

- The Henderson County employee wellness program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose or have chosen to participate in the wellness program you will be or have been asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include a blood test for glucose, triglycerides, and various tests regarding cholesterol. You are not required to complete the HRA or to participate in the blood test or other medical examinations.
- However, employees who choose to participate in the wellness program and complete its requirements will receive an incentive of a reduction (to \$0.00) of their employee (not spouse or family) health insurance expense. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive the incentive.
- If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn the incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting the Wellness Office, at (828) 694-7991, and setting up an appointment.
- The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

- We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Henderson County may use aggregate information it collects to design a program based on identified health risks in the workplace, the employee wellness program will never disclose any of your personal information either publicly or to Henderson County, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

- Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information are the wellness program, and medical professionals in order to provide you with services under the wellness program.
- In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.
- You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.
- If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact the wellness program, at (828) 694-7991.

Employee Fitness Center

Henderson County offers employees a Gym and Fitness Center Room (FCR). The FCR is located at the Henderson County Athletics and Activity Center at 708 South Grove Street, Hendersonville, NC. The FCR and the exercise equipment within are available to **employees and dependents who meet certain eligibility requirements** at no charge during the following hours:

Monday – Thursday	8:30 a.m. – 8:30 p.m.
Friday	8:30 a.m. – 7:30 p.m.
Saturday	8:30 a.m. – 4:00 p.m.
Sunday	Closed

Dependent eligibility requirements:

- The dependent must be currently enrolled in the County’s medical benefit plan
- The dependent must be accompanied by the employee at the time of use
- The dependent must be at least 18 years or older
- The dependent must complete the orientation to the Fitness Center with a staff member, sign acknowledgement of the completion and a waiver.

FCR hours coincide with the hours the gym and fitness facility can be staffed by our Parks and Recreation personnel for safety purposes. Access to the FCR is through the gym by use of a coded key pad on the door. All employees and dependents who wish to use the gym must complete an orientation to the Fitness Center with a Parks and Recreation staff member and sign an acknowledgement of the orientation completion and a waiver. You should contact the Henderson County Parks and Recreation Department at 828-694-1611.

YOUR WELLNESS MATTERS!