

Henderson County Government

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

Address: 100 North King Street, Hendersonville, NC 28972

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

Acute 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 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
 - 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
 - Writing prescriptions
 - Assist with appointments for physician and diagnostic services
 - Sports/camp physicals
 - Medical evaluations for concealed carry permits
- **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 including 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)
- 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:

- Complete a confidential Health Risk Assessment (HRA).
 - For new hires, an HRA must be completed within 30 days of date of initial employment. Employees should contact the Clinic to schedule this appointment.
 - Follow up recommendations by the Clinic.
 - 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, contact HealthStat on line, or directly at 704-529-6161. Please note 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.
- Meet 5 out of 8 of the health accountability and compliance standards.*



Healthy Life Profile Report

Monday, September 19, 2011

JOHN SMITH
123 Main Street
Charlotte, NC 28217

Thank you for participating in the recent Health Risk Appraisal (HRA). This report is intended to help you understand your health risk score and to recommend a clinic visit schedule that will help you either maintain or lower your current risks. The results of your most recent Health Risk Assessment are presented in the table below. If any of your test results place you in a High-Risk category, your score is highlighted in red.

The Results of Your Health Screening

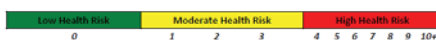
Your most recent results are shown in the first column. If you have had more than one HRA, your past results are in the right columns.

Screening Test Name	8/22/2009	5/6/2008
Systolic Blood Pressure	156	215
Diastolic Blood Pressure	99	135
Blood Glucose	124	93
Triglycerides	97	141
Total Cholesterol	198	212
HDL Cholesterol ("good cholesterol")	47	52
LDL Cholesterol ("bad cholesterol")	152	132
Body Mass Index	36.3	35.3
PSA - Prostate Specific Antigen (Males Only)	0.7	0.7
Diabetes Status	No	No
Tobacco Use	Yes	Yes
Last Physical Exam	> 3 years	1-2 years

Please refer to the Health Risk Guidelines on page 2 of this report

If your score is marked TNF, the test was not performed. A TNF result occurs when 1.) the test is not offered as part of the assessment, 2.) the value may be out of range or 3.) cannot be calculated.

Your Overall Risk Score is **6**



I have taken my HRA. How often should I visit the health center?

If you had 4 or more risk factors or any immediate need value on your HRA, visit the health center on the following schedule:

HRA Date	1 st health center visit must occur between:	2 nd health center visit must occur between:	3 rd health center visit must occur between:	4 th health center visit must occur between:
January 1 - March 31	April 1 - June 30	July 1 - September 30	October 1 - December 31	January 1 - March 31
April 1 - June 30	July 1 - September 30	October 1 - December 31	January 1 - March 31	April 1 - June 30
July 1 - September 30	October 1 - December 31	January 1 - March 31	April 1 - June 30	July 1 - September 30
October 1 - December 31	January 1 - March 31	April 1 - June 30	July 1 - September 30	October 1 - December 31

If you had 1 - 3 risk factors on your HRA, visit the health center on the following schedule:

HRA Date	1 st health center visit must occur between:	2 nd health center visit must occur between:
January 1 - March 31	April 1 - September 30	October 1 - March 31
April 1 - June 30	July 1 - December 31	January 1 - June 30
July 1 - September 30	October 1 - March 31	April 1 - September 30
October 1 - December 31	January 1 - June 30	July 1 - December 31

If you had 0 factors on your HRA, visit the health center on the following schedule:

HRA Date	1 st health center visit must occur between:
January 1 - March 31	April 1 - March 31
April 1 - June 30	July 1 - June 30
July 1 - September 30	October 1 - September 30
October 1 - December 31	January 1 - December 31

Accountability and Compliance Standards

Health Screening	Compliance Standard
BMI <u>or</u> Waist Circumference	<35 or improve by 5% <u>or</u> 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.

The 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.

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

These 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. If you wish to use the facility, you **MUST** attend a brief orientation that will include a review of the rules and also acquaint you with the equipment **PRIOR** to using the facility. You should contact the Henderson County Parks and Recreation Department at 828-694-1611.

Dependent eligibility requirements:

- The dependent must be currently enrolled in the County’s health 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.

These 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; 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!