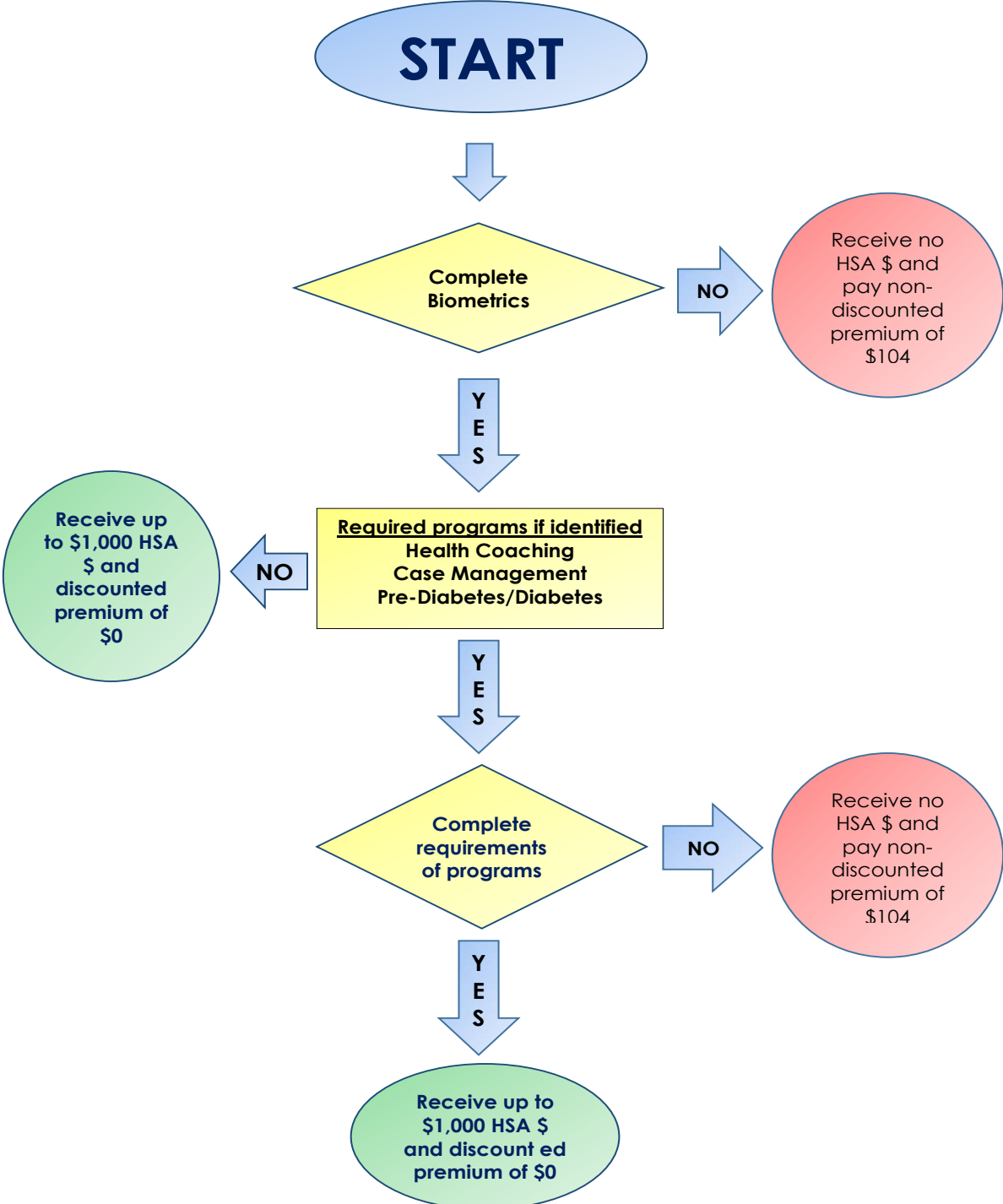


Wellness Program

Cleveland County Government Wellness Program

Across the nation, healthcare costs continue to rise creating a burden for both employers and employees. Cleveland County's voluntary employee wellness program is designed to create a healthier work environment. Employees are focused on improving their personal health and controlling healthcare costs. Participation in the wellness program is completely voluntary and provides employees opportunities to receive premium savings as well as, for those that qualify, County paid HSA (Health Savings Account) contributions of up to \$1,000.



Our wellness program is centered on our annual biometric screening which is provided at no cost to employees. By participating in the program, employees will learn more about their personal health, allowing them to take control of any health concerns that may be identified through the biometric screenings. The biometric screening consists of a blood draw/veni puncture, blood pressure reading, weight, and waist measurement. The blood draw is used to determine cholesterol levels and A1C levels. All of these factors are then measured against medical norms to determine any potential health risk.

HSA (Health Savings Account) Employer Contributions

The HSA (Health Savings Account) Employer Contribution is based on your Biometric Screening results. The County will reward you based on biometric performance as outlined in the chart below:

2015-2016 Biometric Parameters
Health Savings Account Employer Fund Contribution
EARN UP TO A TOTAL OF \$1,000 HSA DOLLARS!

Risk Factor	High Risk	Moderate Risk	Low Risk
Waist Circumference	\$0 HSA > or = 45" Male > or = 40"Female	\$90 HSA 40.1 - 44.99" Male 35.1 - 39.99" Female	\$187.50 HSA < or = 40" Male* < or = 35" Female*
Alternative	N/A	Lose 1 – 2 Inches	Lose > 2 Inches*
Prior Year Weigh In Alternative	N/A	\$90 HSA Lose 5%	\$187.50 HSA Lose 10%*
HSA Bonus	N/A	N/A	*\$250 for meeting any low risk waist parameter
Blood Pressure	\$ N/A > 145/95 mmHg	\$90 HSA 145/95 - 140/90 mmHg	\$187.50 HSA < 140/90 mmHg
Cholesterol Ratio	\$ N/A > or = 6.0	\$90 HSA 5.51 - 5.99	\$187.50 HSA < or = 5.50
Hemoglobin A1C	\$ N/A > or = 7.0	\$90 HSA 6.5 - 6.99	\$187.50 HSA < or = 6.49

Medical Exceptions

If it is unreasonably difficult due to a medical condition for you to achieve the standards for the reward under this program, or if it is medically inadvisable for you to attempt to achieve the standards for the reward under this program, you may want to request an alternative letter from Ashley Harris, Health Coach, during the biometric screenings. Ashley will contact your physician on your behalf to establish alternative goals.

Employees who choose to participate in the wellness program may be required to engage in the following programs, if identified, in order to be eligible for discounted premiums:

- 1. Health Coaching**
- 2. Case Management**
- 3. Pre-Diabetes/Diabetes Program**

Health Coaching

Health coaches are specially-trained registered nurses who meet one-on-one with employees to work on behavior modification and help set personal health goals to improve their health and reduce future risk.

Employees with 2 risk factors will be required to attend 2 coaching sessions. Employees with 2+ risk factors will attend 4 sessions. These one-on-one sessions are geared toward identifying health goals aimed at improving health concerns identified in Biometric Screening. Ashley Harris, Health Coach, is located in the basement (Room B44) of the County Administration Building, 311 East Marion St. Contact Ashley at (704) 591-1099.

Case Management

Employees may be referred to case management by BCBSNC due to the complexity a health condition (for example, asthma, diabetes, cancer, heart disease, etc.) Employees are connected with a team of healthcare professionals, nurses, social workers, dieticians, etc., for personal one-on-one assistance in removing barriers to better managing their health. Employees identified for this program will be contacted directly by BCBSNC.

Pre-Diabetes or Diabetes Program

Employees identified for either program will be required to participate in this highly successful 12 month YMCA program. The program consists of 16 weekly classes and 8 monthly maintenance sessions. The goal of the program is a 7% weight loss and 150 minutes of weekly exercise. Employees will receive a FREE family YMCA membership for the duration of the program. Contact Jessica Bridges, Director, Diabetes Prevention and Control Program (704) 669-3631 for more information.



Employees may elect to participate in the following Cleveland County wellness programs designed to provide opportunities for employees to improve their health status. Health improvement makes for happier, more productive employees. Health improvement also reduces health costs, allowing the County to reinvest dollars into improved benefits and pay.

DO YOU WANT TO EAT BETTER?

We have a program for you!

Eat Smart, Move More, Weigh Less

ESMMWL is a 15 week online weight management program provided by BCBSNC. Classes are conducted on-line but in real-time with a live instructor. Participants can also communicate with their instructor receiving encouragement and feedback. Participants will track daily intake, weight and physical activity. Register and pay \$30 online. If you attend 10/15 sessions and meet tracking requirements you will receive a full \$30 refund. Contact Kelly Nordby, Coordinator (919) 707-5397 for more information.

ESMMWL – 2015 Class Series Schedule	April 2015	May 2015	June 2015	August 2015	September 2015	October 2015
Starting Week	4/27/15	5/18/15	6/29/15	8/10/15	8/31/15	10/26/15
Ending Week	8/3/15	8/24/15	10/5/15	11/16/15	12/7/15	2/15/16
Deadline for Registration	4/24/15	5/15/15	6/26/15	8/7/15	8/28/15	10/23/15

Nutrition Counseling Services

Nutrition Counseling is available to Cleveland County Employees. These one-on-one sessions are geared toward addressing the following nutritional challenges, such as weight management, life stages, and various medical conditions. Employees may schedule an appointment with Carol W. Johnson, MS, RDN, LDN at the Cleveland County Administration Building (704) 734-5223. The cost of visits are covered at 100% on behalf of employees/dependents on the health plan.

DO YOU WANT TO MOVE MORE?

We have a program for you!

YMCA Discount Membership

Cleveland County has partnered with the YMCA to offer a phenomenal member discount which is payable by payroll deduction. Cleveland County provides a \$10 subsidy toward each employee's membership. Enroll at the Dover YMCA located at 411 Cherryville Highway, Shelby, NC. Access will be granted to all three YMCA's in Cleveland County which include the Dover, Kings Mountain & Ruby Hunt locations.

<u>Plans</u>	<u>Semi-Monthly/Monthly Rates</u>	
Senior (60+)	\$5.00	\$10.00
Adult	\$6.75	\$13.50
Single Parent	\$9.00	\$18.00
Senior Family (60+)	\$11.00	\$22.00
Family	\$14.00	\$28.00
Retirees	Arrange direct bill through YMCA	

DO YOU WANT TO COMMIT TO QUIT?

We have a program for you!

Tobacco Cessation

Employees are encouraged to refrain from tobacco use as this has been linked to many serious health conditions. In support of employees who take the initiative to quit, tobacco cessation products are available AT NO COST to all full time employees at our Health Department Pharmacy. Employees are also encouraged to meet with our physician at the Wellness Center to develop a quit plan designed specifically for them. Studies show that participation in a support group can dramatically improve success rates for tobacco cessation. Fresh Start Classes are available through the Health Department at no cost to employees. For more information:

Wellness Center		(704) 484-5278
Pharmacy	Chris Breese, Pharmacist	(704) 484-5164
Fresh Start	Joyce King	(704) 484-5266

DO YOU WANT TO STRESS LESS?

We have a program for you!

EAP

Employee Assistance Program (EAP) is a free, CONFIDENTIAL, service that offers support and resources employees may need to address personal or work-related challenges and concerns. An EAP is designed to help with all kinds of life situations such as marital difficulties, family problems, parenting, grief, stress, depression, alcohol/drug abuse, elder care, crisis events, etc. Through your EAP, McLaughlin Young Employee Services, you and your family have access to hundreds of online articles, various elder care and child care locators, a savings center, health and wellness tools, and many interactive resources. Several online, legal and financial services are also available. To speak directly with a representative: Call EAP at (704) 529-1428 or 1-800-633-3353.

To access the work-life web site:

1. Visit www.myemployeeservices.com
2. Click on "Access your Work-Life Services"
3. Username: clevelandcounty2010 & Password: guest

DO YOU WANT TO MANAGE YOUR HEALTH?

We have a program for you!

Preventive Health Screenings

When it comes to treating potentially serious conditions, early diagnosis is key. If a specific condition runs in your family, it may be even more important that you get screened early and often to keep healthy.

Employees are encouraged to get their annual wellness/preventive screenings, which may include the following:

- Colonoscopy
- Flu Shots – provided annually at Health & Benefits Fair for employees covered on the health plan
- Lab Work – employees are encouraged to request that labs be drawn at the wellness center for visits with primary care providers
- Mammogram (Provided on site during the Health & Benefits Fair)
- Physical – provided at the Wellness Center to employees
- Vaccinations

Please note – Preventive care screenings are covered at 100% on our health plan regardless of any diagnosis detected during this preventive test.

Chronic Disease Management Program

Living Healthy with a Chronic Illness Workshop

This FREE workshop will take place once a week for 6 weeks. Each session is 2 ½ hours, and all workshops are facilitated by 2 trained leaders (Cindy Campos, RN & Debra Bidy, RN).

This workshop is appropriate for people living with a wide variety of chronic health conditions, such as arthritis, diabetes, heart disease, depression, anxiety, asthma and other chronic conditions or if you care for someone who has a chronic disease.

Participants will learn:

- techniques to deal with problems such as frustration, fatigue, pain and isolation
- appropriate management of medications
- healthy eating guidelines and exercise tips
- how to make informed treatment decisions
- and MUCH MORE

Workshops will be held on a weekday evening at the Health Dept. Employees may elect to enroll their spouses to attend with them. If you are interested in enrolling or have additional questions please contact Debra Bidy, RN 704-669-3147 or email debra.biddy@clevelandcounty.com.

Cleveland County Employee Health and Wellness Center

Cleveland County is pleased to provide an Employee Health and Wellness Center (EHWC) for all Cleveland County employees and their family members. Retirees covered under Cleveland County's Health Insurance Plan may also participate.

Services:

EHWC offers a wide variety of healthcare services. These include but are not limited to:

- Sick Care for: Sinusitis, allergies, ear infections, urinary tract infections, insect bites prostatitis, vaginal infections, skin infections, and poison ivy.
- Annual Visits such as: after sports physicals, DOT physicals, sports physicals, and PAP smears.
- Musculoskeletal Complaints such as: Sprained ankles, knees and shoulders, and acute back pain.

Due to their commitment to high quality healthcare, the staff at EHWC strongly encourages EHWC patients to obtain and maintain a relationship with their primary care provider for all chronic healthcare issues. Parents of children less than six months of age should establish a relationship with a pediatrician or a qualified family practitioner for well and sick child visits. In addition, the EHWC does not provide services for:

- Workman's compensation
- ER follow-ups
- Hospital follow-ups
- Post motor vehicle accident care
- Chest Pain

Eligibility:

- Full and part time Cleveland County employees with and without Cleveland County health insurance.
- Spouses and dependent children (under age 26) of full time employees, regardless of whether they have Cleveland County Health insurance.
- Dependent over the age of 26 are not eligible.
- Retired employees with at least 20 years of service (not eligible at age 65) and their spouses and/or dependents if covered with COBRA insurance
- Former Cleveland County employees and their spouses/dependents that have COBRA health insurance coverage.
- Dependents of part time hourly employees and not eligible.
- All patients must have their current personal or insured family member's health insurance card to receive EHWC health services.
- Cleveland County Commissioner, spouses and dependent children to age 26, regardless of whether they have Cleveland County insurance.

Staffing:

Medical professionals staff the EHWC each workday. All personal medical services are **confidential**.

Center Location and Hours:

The Employee Health and Wellness Center is located at 304 Crawford Street (behind the Ollie Harris Center). The center is open Monday through Friday from 8:00am until 12:00 noon and from 1:30pm to 5:00pm. The telephone number is (704) 484-5278. The center is closed on County observed holidays. Patients are encouraged to make an appointment to ensure timely service since appointments receive priority. An appointment is essential for annual physicals, DOT physicals, sports physicals and patients with multiple concerns.

Use of Sick Leave:

Visits to the Employee Health and Wellness Center will not be subject to sick leave if visiting during County work hours. Sick leave will not be charged to the employee if the employee can return to work after the visit. If the medical staff advises the employee to go home, sick leave usage begins at the time that the employee is released.

Fees:

All employees, retirees and family members will be charged a \$5.00 co-pay for all services. Dependents not covered by insurance will have a \$5.00 co-pay plus the cost of other services (i.e. lab fees/tests, etc).

The most recent insurance card must be provided to verify current coverage.

Cleveland County Employee Pharmacy Program

Prescriptions are available through a formulary system for county employees and their eligible immediate family members (spouse and dependent children) at the Cleveland County Health Department Pharmacy.

The pharmacy formulary has 3 price categories:

- Category 1 prescriptions are available at no cost for up to a 30 or 90 day supply
- Category 2 prescriptions are available for a \$20 fee for up to a 30 day supply or \$60 for a maximum 90 day supply
- Category 3 prescriptions are available for a \$40 fee for a maximum 30 day supply.

This pharmacy formulary system is available to the following:

- Full-time employees with county insurance and their covered spouses and/or covered dependents
- Percentage employees with county insurance and their covered spouses and/or covered dependents
- Retired employees with at least 20 years of service (not eligible at age 65) and their spouses and/or dependents if covered with COBRA insurance
- Retired employees with less than 20 years of service with COBRA insurance and their spouses and/or dependents if covered with COBRA insurance
- Cleveland County Commissioners with county insurance, their covered spouses and/or covered dependents
- Dependent children over the age of 26 are not eligible

The pharmacy also offers formulary products for the cost plus \$5 for a maximum 30 day supply (prices do vary for the following):

- Full-time employees without county insurance (can have other insurance), their spouses, and/or dependents
- Percentage employees without county insurance (can have other insurance), their spouses, and/or dependents
- Part-time hourly employees (spouses and dependents are not eligible) (can have other insurance)
- Present Cleveland County Commissioners not covered under county insurance, their spouses, and/or dependents (can have other insurance)
- Former Cleveland County Commissioners with a minimum of 4 years in office (spouses and dependents are not eligible)
- Dependent children over the age of 26 are not eligible

The Cleveland County Health Department Pharmacy is located at 315 E. Grover Street, Shelby. The phone number is (704) 484-5164, the fax number is (704) 484-5269, and the email address is pharmacy@clevelandcounty.com. Operating hours are Monday-Friday 8am – 5pm (occasionally closed 12:30pm-1:30pm). Payment may be made with cash, personal check, Health Savings Account (HSA) card, debit card, or credit card.

A copy of the pharmacy formulary is available on-line through the Cleveland County Intranet, Cleveland County Wiki, and the public Cleveland County website.

All employees and dependents receiving services from the health department pharmacy are required to complete a patient profile at the first visit.

All prescription refills must be requested 1 business day prior to pick-up or there will be at least a 30 minute wait. Employees and dependents may request refills 24 hours a day via the Pharmacy voicemail system by calling (704) 484-5164.

The most recent insurance card must be provided to verify current coverage. Prescriptions are not processed on insurance. To have prescription expenses applied to your deductible, you must manually submit your receipts to the Employee Coverage Plan.

Cleveland County Employee Optical Services

County employees and family members can enjoy the benefits of an optical program located on the 1st floor of the health department building. A licensed optician will be available every Thursday except the 5th Thursday of each month. Eye exams are not included in the services. Prescriptions will be needed for new glasses; however, duplicate prescriptions from old glasses can be made. In addition, sunglasses can be made and choice and style for eyeglasses is almost unlimited. Glasses purchased through the optical services program are significantly less expensive than those purchased at your doctor's office. Prices vary according to choice of frames and prescription ordered. Prescriptions come with free adjustments, free glass case, cleaning solutions and cloth.