

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 weapons 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
- 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.*

HealthStat
 Account: [Name] Health Account

HealthStat (the parent company) is the premier health risk assessment provider. We support the Vision 20/20 goal of providing an affordable, accessible and easy-to-use online health risk assessment tool to all employees of our member organizations. The results of your HRA are available online. Examine the parameters in the table below. Many of them may include values that are slightly different than the values in the table below.

HealthStat Health Risk Assessment
 If you are a new hire, you will receive this report within 4-6 weeks of your start date. If you are a current employee, you will receive this report annually.

Health Metric	Current Value	Target Value
Estimated cholesterol	200	160
Weight (Should be 150 lbs)	180	150
Blood Pressure	130/80	120/80
Waist Circumference	38	35
Cholesterol (Total Cholesterol)	200	160
Blood Sugar	100	100
Physical Activity (Minutes per week)	15	30
Stress Level	4	3
Overall Risk Score	10	10

Your Overall Risk Score is 10

0 1 2 3 4 5 6 7 8 9 10

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

Health Metric	Recommended Visit Frequency	Recommended Visit Location
Estimated cholesterol	Annually	Health Center
Weight (Should be 150 lbs)	Annually	Health Center
Blood Pressure	Annually	Health Center
Waist Circumference	Annually	Health Center
Cholesterol (Total Cholesterol)	Annually	Health Center
Blood Sugar	Annually	Health Center
Physical Activity (Minutes per week)	Annually	Health Center
Stress Level	Annually	Health Center

Accountability and Compliance Standards

Health Screening	Compliance Standard
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.

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 only** 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.

YOUR WELLNESS MATTERS!