

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.

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

The Employee Wellness Clinic (EWC) is staffed by Nurse Practitioners and a Medical Office Assistant. The EWC 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 and participate in our medical plan.

The EWC offers the following **confidential** services:

- **On-site Medical Care** for walk-in episodic care to meet your minor medical needs and scheduled appointments to help you manage any chronic conditions that you may have.

Examples of service 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
- **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 Health Risk Assessments (HRA)** including blood work, a medical questionnaire, and bio-metric measurements.

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

- No Office visit co-pay to utilize the EWC
- No sick time usage when visiting the EWC
- 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:

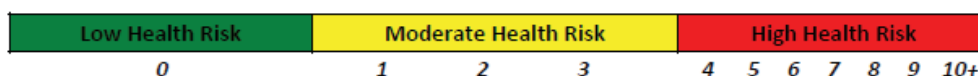
- Complete a confidential Health Risk Assessment (HRA), including the blood work, medical questionnaire, and bio-metric measurements.
 - For new hires, an HRA must be completed within 30 days of date of initial employment. Employees should contact the EWC to schedule this appointment.
 - For current employees, HRAs are conducted annually. Administrative alerts are sent to employees advising of times and dates.
- HRA results are mailed to your home address within 30 days of completing the HRA. If you do NOT receive your results within 30 days, contact HealthStat directly at 704-529-6161 or go on-line at www.healthstat.com. Please note the EWC 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 visits to the EWC 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 EWC to review your health status.
- Meet 5 out of 8 of the health accountability and compliance standards.

Screening Test Name	8/22/2009	3/8/2008
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”)	132	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	> 2 years	1 -2 years

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

If your score is marked TNP, the test was not performed. A TNP 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	1st health center visit must occur between	2nd health center visit must occur between	3rd health center visit must occur between	4th 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 to 3 risk factors on your HRA visit the health center on the following schedule		
HRA Date	1st health center visit must occur between	2nd 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	1st 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

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

The EWC monitors participation, 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 Athletic 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.

Save dollars Improve your health!