

# Horry County Employee Wellness Center

Horry County is committed to the health and wellbeing of our employees. We view wellness as a core component of the employee benefits package. The Horry County Employee Wellness Center will support our employees by providing resources to live a healthy lifestyle.

## **General Information**

Everside will be the onsite healthcare provider, dedicated to bringing quality health services to the workplace. Everside operates health centers nationwide, with a focus on helping people become more active in their own health.

Wellness Center services will be provided to eligible employees at no cost to the employee. Eligible employees will be seen at the Wellness Center by appointment only. The Wellness Center will be closed on weekends and county-recognized holidays. Wellness Center services are strictly for non-occupational treatment. Wellness Center does not treat work related illnesses or injuries.

## **Services Provided**

- Primary care
- Disease management
- Preventative care
- Lab services
- Health Risk Assessment (HRA)
- Wellness coaching
- Written prescriptions as needed

## **Utilization During Work Hours**

Employees will be allowed to visit the Wellness Center while on duty but must coordinate Wellness Center visits with their Department. It is within the Department Head's discretion to require an employee to coordinate their Wellness Center visit so that it is not in conflict with Department activity. The County and each Department will work to accommodate employees who need to visit the Wellness Center or attend a Wellness Center event while they are actively on the clock. Only travel time directly to and from the employee's scheduled appointment at the Wellness Center and the visit itself will be paid by the County. The Department Head may elect to allow assigned vehicles to be used for Wellness Center visits as minor personal use.

Documentation received from the Horry County Employee Wellness Center will constitute a medical excuse for purposes of verifying the need to exercise sick leave time or be excused from work. This documentation can be used for FMLA purposes provided the employee is on leave for a condition that the Wellness Center has designated as "Services Provided." If an employee disagrees with the Wellness Center certification or lack thereof, employee may seek a second opinion from another health care provider. **Employee may seek FMLA Certification from any health care provider and it is not required to seek the services of the Wellness Center.**

**Employee Eligibility**

All regular full-time employees and regular part-time employees who are eligible for or participate in the State Health Insurance plan or Health Savings Plan may utilize the services of the Wellness Center, so long as the employee has completed a HRA as described below.

**Health Risk Assessments (HRA) Requirements and Benefits for Employees**

A Health Risk Assessment must be completed before an employee may utilize the Wellness Center services. The HRA includes a health questionnaire and medical screening with blood draw.

If health risk factors are identified through the HRA, Everside's staff will work with the employee to develop a plan to improve health and reduce health risks. Healthstat ensures the privacy of medical and health information by following all federal and state applicable privacy laws.

**Existing Employees must complete a Health Risk Assessment annually prior to December 31 or associated with their annual occupational physical if provided through the Wellness Clinic.**

**Employees who had their lab work completed outside the Horry County Employee Wellness Center must provide labs that have been completed within 90 days prior to the annual Health Risk Assessment Event.**

**New employees must complete their Health Risk Assessment (HRA) within 30 days of employment.**

**Employees who do NOT complete a Health Risk Assessment as specified above will be required to pay up to \$50.00 monthly toward the cost of the employee-only portion of the State Health Insurance plan coverage.**

Employees who meet the annual HRA requirement will earn 16 additional vacation hours during the next calendar year. Those vacation hours will be distributed by March 31.

**Modification**

The County Administrator may modify or alter the Wellness Center Policy at any time in accordance with County operations.

Approved:



County Administrator

11/16/21  
Date