



Macon County Employee LIFE Program Lifestyle Improvements for Employees 2023-2024 Wellness Program Plan

Overview

LIFE is Macon County employee's worksite wellness program. This program is designed to help improve the health and well-being of our employees by providing quality and accessible health information and activities that will encourage you to pro-actively address healthy lifestyle choices. Employees can earn paid leave for participating in programs and activities that increase healthy lifestyle changes. The program period is from July 1, 2023 - June 30, 2024. We value your participation as we strive to create a culture of wellness in Macon County!

Visit the LIFE webpage <http://maconnc.org/LifeWellness.htm> and read the monthly LIFE Newsletter and to learn about the LIFE program and how to participate in upcoming activities.

Incentives and Vouchers

You will be offered incentives for participating in Macon County's employee wellness program sponsored through Macon County Public Health. By participating in the activities scheduled through the LIFE program, permanent employees can accumulate points which can be traded in for time off work. The types of activities recognized by the LIFE program are, but not limited to, self-management challenges, lunch and learns, screenings, monthly quizzes, etc. These will be announced and offered as they become available.

An employee may earn up to 16 hours leave by participating in LIFE program activities. You receive LIFE points, in the form of a voucher, by participating in approved LIFE program activities. The voucher indicates the number of points you've earned for that activity. Please submit proof of activity to either of the LIFE Coordinators, Jen Germain, in person or via email jgermain@maconnc.org or to Kristina Loughborough, Population Health Office Assistant, kloughborough@maconnc.org to receive your voucher. Vouchers will be received by the participant in the form of an email, unless otherwise requested, and are valid July 1, 2023 - June 30, 2024.

These points can be traded in for earned paid leave. Time off must be taken in the same increment it is earned- i.e. 8 hours earned time off must be taken as 8 hours leave—not 4 hours at one time and 4 hours at another time.

50 LIFE points = 8 hours earned paid leave
100 LIFE points= 16 hours earned paid leave

Participation Guidelines & Requesting Leave

Employee's supervisors may allow a flexible schedule to participate in the programs; however, all programs are optional and must be completed on the employee's time. Immediate family members (spouse and children over 16) are also invited to participate in the classes; although only permanent employees are allowed to accumulate points.

Points are non-transferable between employees.

When you have accumulated enough points for time off, complete the "LIFE Leave Request Form." You can obtain a form by contacting Kristina Loughborough, kloughborough@maconnnc.org, by phone (828)349-2425 or from the county LIFE page.

Blue Cross Blue Shield

In addition to activities sponsored through the LIFE program, LIFE points will be offered by participating in their free online worksite wellness website-Healthy Outcomes. This site contains resources, tools, on-line seminars and challenges all designed to help you take charge of your health.

The BCBS/Blue Connect website is available for all employees and retirees who are enrolled in the County insurance plan. It's easy to register and get started. All you need is your Member ID card and a few minutes.

How Do I Sign-Up? Go to www.BlueconnectNC.com. Click Register Now. Set up your account. You will be asked to put in your BCBS Subscriber #. Once your account is set up start exploring! You will have access to the following:

- Know what your plan covers
- Detailed views of your benefits
- See your claims history
- Find a doctor or see if your doctor is one of the 95% of doctors in N.C. who are in our network and get cost estimates for services
- Connect to the latest apps
- Online Library with the latest information on a wide variety of health topics and interests

Below are the Healthy Outcomes activities you can participate in to earn LIFE points.

Healthy Living Conversations

These are quick, interactive conversations covering a variety of health topics, such as stress, back pain and getting active. Each one takes about 10-15 minutes to complete. You will receive 2 LIFE points for each conversation completed, a maximum of 5 conversations.

Online Monthly Seminars

These fun and engaging seminars can help you learn more about health topics and take steps to live healthier. They can be completed at your convenience, in as little as 10-15 minutes. A new seminar is released on the first of each month. You will receive 3 LIFE points for each seminar completed, a maximum of 4 seminars.

Health Challenges

Practice real activities- challenges give you the opportunity to put healthy behaviors into action! You will receive 10 LIFE points for each challenge completed.

Coaching

This is a personalized, online program with tools designed to help participants take an active role in improving their health. Focus areas to choose from: healthy weight, taming stress, nutrition and physical exercise. You will receive 15 LIFE points for each coaching program completed.

Anytime Wellness Activities

Blue Cross Blue Shield

LIFE points will be offered by participating in BCBS's free online worksite wellness website-Healthy Outcomes. This site contains resources, tools, on-line seminars and challenges all designed to help you take charge of your health. Healthy Outcomes activities you can participate in include Healthy Living Conversations, Online Monthly Seminars, Health Challenges, and Coaching. LIFE points vary based on activity.

Preventative Health Care

Preventive care is the most important step you can take to manage your health. Many of the top risk factors leading to illness and premature death are preventable. Preventive services are designed to prevent or detect health problems. Some examples include annual health checkups, immunizations, annual dental and eye exams, and skin cancer screening. Record your preventative service appointments and receive 5 LIFE points for each one. The Macon County Employee LIFE Program and Employee Health Program encourages you to make those important preventative service appointments. See form.

Physical Activity Log

Regular physical activity helps improve your overall health and fitness, and reduces your risk for many chronic diseases. The Center for Disease Control and Prevention recommends two types of physical activity each week to improve your health— aerobic and muscle-strengthening. You earn 0.5 LIFE point a week for exercising at least 30 minutes for three days a week or 1 LIFE point a week for exercising at least 30 minutes for four days a week. See log.

Gym Memberships

For your information, there are 6 gyms listed below for those Macon County employees who are interested. This is a great wellness benefit that you now have the opportunity to take advantage of. Two gyms do offer county employees a discount. Others have various hours and prices. Please call the numbers listed for more information.

Body Visions Gym
71 Highlands Road

828-349- 4392
Open M-F, 9am-7pm, Sat. & Sun, 9am-2pm
7,500 square feet of equipment and class space
Call for prices

Legacy Fitness

41 Bates Crossing
828-524-5800
Call for hours
Large machine, equipment, and free weights room
Variety of classes
Call for prices

Franklin Health and Fitness

1214 E. Main St.
828-369-5608
Open 24/7
Pool Hours vary during week and weekend
Equipment, pool, sauna, and classrooms
Variety of classes
Check website for prices and various specials
[Franklin Health & Fitness – We're more than a gym. \(franklinhealthandfitness.com\)](http://franklinhealthandfitness.com)

Move More Fitness

41 Bates Crossing
(828)371-2241
\$30/month for 24/7 access
*Discount - \$20/month for county employees

Summit Fitness

110 Macon Center Drive
(828)385-4070
Personal Training only, prices vary

My Fit Journey

421 & 423 NE Main Street
(828)342-4684
Group Exercise & Personal Training – Prices vary
Regular membership \$30/month
*Macon County Employees Discount \$25/month
24 hour access to Cardio Room
Group classes per month: 2 per wk.-\$80 / 3 per wk.-\$100

LIFE Points Activities

The following list details activities and events in which you may earn LIFE points. This list is non-comprehensive and varies based on scheduling and availability of resources.

Blood Donations

Blue Cross Blue Shield Healthy Outcomes Activities

Community Fitness Events

Diabetes Prevention Program

Department LIFE- Your department may select two activities or events of choice per year to receive LIFE points. Activity or event has to be pre-approved by LIFE Coordinator- see form for approval request. The amount of LIFE points earned will also be decided by LIFE Coordinator.

Employee Health Screenings and Challenges

LIFE Physical Activity and/or Nutrition Classes

Lunch and Learns

Preventative Health Screenings

Physical Activity Log

Self-Management Challenges

Quizzes

Volunteer Time

Other

FAQs

How do I receive my points?

Please submit forms found on the LIFE page for proof of activity to Kristina Loughborough, kloughborough@maconnc.org or to Jen Germain, jgermain@maconnc.org in person or via email to receive your voucher. Vouchers will be received by the participant in the form of an email, unless otherwise requested, and are valid July 1, 2023 - June 30, 2024.

How do I turn in my points to receive my days off?

Please fill out the LIFE Program Leave Request form found on the LIFE page. Attach your LIFE vouchers to a plain sheet of paper. You can place up to 3 vouchers on each sheet. Obtain your supervisor's signature. Obtain your department head's signature. Then attach your completed form (with signatures and vouchers) along with a leave request form to the time sheet during the payroll period that leave is taken.

Who do I contact if I have questions?

Contact LIFE Coordinators, Kristina Loughborough, kloughborough@maconnc.org, by phone (828)349-2425 or Jen Germain, jgermain@maconnc.org, by phone (828) 349-2084 or in person at Macon County Public Health.

How do I find out about upcoming events?

Visit the LIFE webpage <http://maconnc.org/LifeWellness.htm> and read the monthly LIFE Newsletter and to learn about the LIFE program and how to participate in upcoming activities.

Upcoming activities and events, as well as reminders, will also be sent out via email.