



CIVIL SERVICE PERSONNEL RULES

RULE Wellness Program

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Section 1: Introduction

Douglas County has established a Wellness Program. The Program is intended to improve the overall health of our employees. The County has a genuine interest in its employees and their physical and mental wellbeing.

Section 2: Provisions

A Wellness Committee was created to oversee all activities associated with the Wellness Program. The Mission Statement of the Committee is:

Building healthier lives for Douglas County employees by empowering lifestyle change through education and support.

The name of the County's Wellness Program is Healthy Directions. Its goal is to help employees lead a healthy lifestyle. The Committee believes employees will progress toward their wellbeing by reaching personal health goals and making improvement to avoid future health problems.

All programs are confidential and in compliance with the Health Insurance Portability and Accountability Act (HIPAA). The County utilizes a vendor to assist employees in tracking their Wellness activities.

All active employees and their legal spouse enrolled in the County's medical insurance plans (excluding those covered by Central States) are eligible to participate in the Wellness Program.

Section 3: Wellness Activities

Since the Wellness Program is a County sponsored program as are the insurance plans, employees are able to attend Wellness Program Activities and/or Benefit Seminars hosted by the County during regular work hours. Employees shall not be required to use leave benefits, go unpaid, or work beyond their regular shift in order to attend these events.

Those employees working in 24/7/365 operations may not be able to attend these activities during their regularly scheduled shifts. Department Heads of 24/7/365 facilities shall make every effort to permit interested employees to attend these sessions during their regularly scheduled work hours.

Wellness Program activities and Benefit Seminars include the following:

- Biometric Screenings
- Flu Shots



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- Mobile Mammogram Screenings
- Open Enrollment Related Meetings
- Annual Health Fair

These activities do not include Lunch and Learns or other types of educational sessions held during lunch periods.

Section 4: Wellness Program Administration

Human Resources is responsible for the administration of the Wellness Program. Contact Human Resources if you have any questions regarding this Rule.