

Notice for Employer-Sponsored Wellness Programs

The Invest in Your Health program is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary biometric screening, which will include a blood test for certain medical conditions (e.g., diabetes, heart and kidney disease). You are not required to complete the blood test or any other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of lower deductibles, lower co-pays, lower co-insurance and lower out of pocket costs for participation in this program. Although you are not required to complete the biometric screening, only employees who do so will receive lower deductibles, lower co-pays, lower co-insurance and lower out of pocket costs.

Additional incentives of up to \$300 may be available for employees who are choosing to earn the Premium Cost Share. Employees can participate in certain health-related activities such as attending wellness education classes, attending wellness sponsored exercise classes or walking programs, attending and working out at a County owned gym or achieve certain health outcomes such as a Blood Pressure lower than 130/90, an A1c of less than 5.7% (an A1c less than or equal to 7% for those diagnosed with Diabetes), a BMI of less than 25, specific weight loss goals, waist circumference less than 35 inches for women and less than 40 inches for men, and/or percent body fat less than or equal to 31% for women and less than or equal to 24% for men. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting Wellness at (239) 252-8718, (239) 252-8915 or (239) 252-6092.

The results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks and may also be used to offer you services through the wellness program, such as one on one sessions with our on-site dietitians, Health Advocates, and/or mental health counselors. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and the Collier County Board of County Commissioners may use aggregate information it collects to design a program based on identified health risks in the workplace, the **Invest in Your Health** program will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individual(s) who will receive your personally identifiable health information is/are Health Advocates or Wellness Staff to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Sonja Sweet, Group Insurance Manager at 239-252-8966 or Sonja.Sweet@CollierCountyFL.gov .