

Healthy County *Healthy You*

Atascosa County
Wellness Incentive Program



2027 Plan Year



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

Atascosa Wellness Incentive Program

The Atascosa County Wellness Incentive Program is available to employees enrolled in the county's health benefit plan. From Oct. 1, 2026, to July 31, 2027, benefit-eligible employees have an opportunity to qualify for a wellness incentive.

The Wellness Incentive Program is voluntary, and employees are not required to participate in order to be covered under the Atascosa County health benefit plan. However, employees who opt out of the Wellness Incentive Program will not be eligible to earn the reward listed in chart below.

Employees who complete the wellness activity in the chart below will receive the corresponding wellness incentive.

WELLNESS ACTIVITIES: Oct. 1, 2026 – July 31, 2027	WELLNESS PROGRAM INCENTIVE
Annual Physical Exam: Obtain an annual physical with a network provider by July 31, 2027	1/2 Paid Time Off (PTO) Day

Take Action! — Oct. 1, 2026 to July 31, 2027

Get an Annual Physical Exam (or Well-Woman Exam)

Rather than treat a condition after it has progressed, preventive care aims to prevent disease. Getting a preventive screening is important to maintaining good health and preventing disease.

Obtain an annual physical exam by July 31, 2027, to receive a 1/2 PTO Day. Physician visits for only lab work do not meet the requirements for the Wellness Incentive Program.

Preventive Exam Cost

Preventive exams are covered at 100% and are not subject to a copay unless additional health concerns are addressed during the visit, which may prompt an office visit copay.

Annual Physical Exam Verification

Employees can complete the Annual Exam online verification on your WebMD ONE Rewards page.

1. Log into the WebMD ONE portal at www.county.org/webmdone or mybenefits.county.org.
2. Click the Rewards tab in the middle of the page.
3. Select Atascosa Incentive program.
4. Click Annual Physical.
5. Select Report Completion.
6. Enter exam date and click Save.

New Hires

Employees are eligible to participate in Atascosa County's incentive program once their health benefits become active.

Healthy County How-To Guide

Please follow the instructions in our **How-To Guide** inserted in this brochure to set up your WebMD ONE account, purchase your activity tracker and sync it to the portal.

How can I check if I've completed the wellness incentive requirements?

1. Log in to the **Healthy County WebMD ONE portal** at **www.county.org/webmdone** or **mybenefits.county.org**.
2. Click on the **Rewards** tab at the top of the page.
3. Select **Atascosa Incentive Program** in the drop-down list underneath Rewards.

Tips for Scheduling Your Annual Physical Exam

- Schedule your appointment with a network provider early so you don't risk missing the July 31, 2027 deadline.
- Ensure your selected provider is a network provider under the **Blue Cross and Blue Shield of Texas (BCBSTX) Blue Choice PPO network**.

- Use the **Provider Finder** at **www.bcbstx.com** or log in to **mybenefits.county.org** and select **Find a Provider** under the **BCBS Featured Card**.
- Inform the doctor's office appointment staff that you are scheduling your annual wellness checkup and biometric screening.

Resources

- For questions about your benefits or to find an in-network provider, please contact or access: **Blue Cross and Blue Shield of Texas Customer Service: (855) 357-5228**
- **Healthy County Portal Energized by WebMD ONE:** **www.county.org/webmdone**
- **Employee Single Sign-On Website:** **mybenefits.county.org**
- **Healthy County Website:** **www.county.org/healthycounty**

Are there other options?

If it is unreasonably difficult for you to complete any of the wellness activities in the Wellness Incentive Program due to a medical condition, or if it is medically inadvisable for you to complete such requirements, please email **healthycounty@county.org** no later than **July 31 2027**, for a reasonable alternative.

Notice Regarding Wellness Program

Atascosa County's Incentive 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 may be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete an annual physical or biometric screening, which will include a blood test for cholesterol, HDL, cholesterol ratio, LDL, triglycerides, and glucose. You are not required to complete the HRA or to participate in the blood test or other medical examinations. However, employees who choose to participate in the wellness program will receive an incentive of half of a PTO day for completing an annual exam. Although you are not required to participate in the annual physical or biometric screening, only employees who do so will receive half of a PTO day.

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 Healthy County at healthycounty@county.org.

The information from your HRA and the results from your annual physical or 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 Healthy County wellness program. 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 Atascosa County may use aggregate information it collects to design a program based on identified health risks in the workplace, Healthy County 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 are health and wellness professionals associated with the Healthy County program 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 the Texas Association of Counties Health Benefits Services' wellness team at healthycounty@county.org or (512) 478-8753.

© 2011 Blackwell Publishing Ltd *Journal of Internal Medicine* 270: 103–110

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— *Journal of the American Medical Association*, 1997, 278:1033-1038

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