

# IMPORTANT NOTICES

## **Notice Regarding Wellness Programs**

The City of Ocala Wellness Program is a voluntary wellness program available to 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 enroll yourself or your spouse in a "with wellness" health insurance plan, you will be asked to complete a 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 and your spouse will also be asked to complete a biometric screening, which will include a health questionnaire, 28-panel blood draw, and vital sign screening to measure your cholesterol levels, nutrition, liver function, chemistry levels, and more. You are not required to complete the HRA, or to participate in the blood test or other medical examinations.

However, employees and spouses who choose to participate in the wellness program will receive a reduction in medical premium as an incentive for completing the HRA. Although you are not required to complete the HRA or participate in the biometric screening, only employees who do so will receive a premium reduction.

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks diabetes, hypertension, and other health concerns that could become more serious if not detected early. 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 may use aggregate information it collects to design a program based on identified health risks in the workplace, the City of Ocala Wellness 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 are you, your attending physician, and Florida Blue in order 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 HR at (352) 401-3988.