



2026 Employee Wellness Program

October 1, 2025 – September 30, 2026

Welcome to the 2026 Hancock County Voluntary Wellness Program. Your participation will reward and support you in making lifestyle choices that are good for your health and well-being!

WHO IS ELIGIBLE TO PARTICIPATE? Employees and Spouses enrolled in the Hancock County Medical Plan.

PPO PLAN				
WELLNESS LEVEL	WELLNESS ACTIVITIES	PER PAY 2027 PREMIUM REDUCTIONS		DEADLINE
		EMPLOYEE ONLY/ EMPLOYEE + CHILDREN	EMPLOYEE + SPOUSE/ EMPLOYEE + FAMILY	
LEVEL 1	No Participation in Wellness Activities	No HSA Contribution	No HSA Contribution	N/A
LEVEL 2: BASE WELLNESS INCENTIVE	Two-Step Annual Physical including Lab Draw/Biometrics: <u>Step 1:</u> Fasting Lab Draw/Biometrics at HRH Clinic or with PCP* <u>Step 2:</u> Annual Physical to review labs/biometrics at HRH Clinic or with PCP*	\$27.25 Premium Reduction Per Pay (Employee ONLY Must Participate to Receive Contribution)	\$33.33 Premium Reduction Per Pay (Both Employee & Spouse Must Participate to Receive Full Amount)	10/1/2026
LEVEL 3: ADDITIONAL WELLNESS INCENTIVE	Completion of 1 Additional Preventive Exam/Screening (See approved list of additional preventive exams/screenings below)	\$31.25 Premium Reduction Per Pay (Employee ONLY Must Participate to Receive Contribution)	\$62.50 Premium Reduction Per Pay (Both Employee & Spouse Must Participate to Receive Full Amount)	10/1/2026

PLEASE NOTE- Credit towards premium reductions will be awarded starting January 1, 2027.

Hancock County Government is committed to helping you achieve your best health. If you think you might be unable to meet a standard for an incentive under this wellness program, you might qualify for an opportunity to earn the same incentive by different means. Contact hancock-hr@hancockin.gov and we will work with you and your physician to find a wellness program with the same incentive that is right for you in light of your health status.



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WELLNESS LEVEL	WELLNESS ACTIVITIES	2027 PER PAY PREMIUM REDUCTIONS		DEADLINE
		EMPLOYEE ONLY/ EMPLOYEE + CHILD(REN)	EMPLOYEE + SPOUSE/ EMPLOYEE + FAMILY	
LEVEL 1	No Participation in Wellness Activities	No HSA Contribution	No HSA Contribution	N/A
LEVEL 2: BASE WELLNESS INCENTIVE	Two-Step Annual Physical including Lab Draw/Biometrics: <u>Step 1:</u> Fasting Lab Draw/Biometrics at HRH Clinic or with PCP* <u>Step 2:</u> Annual Physical to review labs/biometrics at HRH Clinic or with PCP*	\$14.58 HSA Contribution Per Pay (Employee ONLY Must Participate to Receive Contribution)	\$31.25 HSA Contribution Per Pay (Both Employee & Spouse Must Participate to Receive Full Amount)	10/1/2026
LEVEL 3: ADDITIONAL WELLNESS INCENTIVE	Completion of 1 Additional Preventive Exam/Screening (See approved list of additional preventive exams/screenings below)	\$29.16 HSA Contribution Per Pay (Employee ONLY Must Participate to Receive Contribution)	\$62.50 HSA Contribution Per Pay (Both Employee & Spouse Must Participate to Receive Full Amount)	10/1/2026

LEVEL 2: BASE WELLNESS INCENTIVE DETAILS

STEP 1: Fasting lab draw/biometrics - a comprehensive analysis of cholesterol, glucose, blood pressure, and other evaluated areas. Lab draws/biometrics can be scheduled with the HRH clinic or with your PCP between October 1, 2025 and September 30, 2026. Step 2 (below) needs to be completed by September 30, 2026.

STEP 2: Includes an annual physical (at the HRH clinic or with your PCP) and review of the results of the lab draw/biometrics.

LEVEL 3: ADDITIONAL WELLNESS INCENTIVE DETAILS

To receive credit for this activity, you must submit a "Proof of Participation Form," as well as provide supporting verification/documentation, via email to hancock-hr@hancockin.gov. Forms must be submitted and received by October 1, 2026.

**Please note this is not a comprehensive list of possible preventive exams. If you and/or your doctor feel that a preventive exam is necessary, please submit a Proof of Participation Form to see if your preventive exam is approved.*

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Approved additional preventive exams/screenings to complete level 3 of the wellness program include:

- Dental exam
- Vision exam
- Well Woman exam
- Mammogram
- Pap test
- Prostate exam/screening
- Prostate specific antigen (PSA) test
- Colonoscopy
- Skin cancer screening
- Osteoporosis (bone density) screening
- Heart Scan

Anyone that is hired in 2026 will have the option to turn in documentation to complete the 2025 Wellness Program for premium reduction/HSA contribution in 2026. Documentation must be received within 30 days of actively participating in a Hancock County insurance plan to start receiving the incentive. Incentive will start the first pay following receipt of documentation.



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NOTICE REGARDING WELLNESS PROGRAM

The 2026 Hancock County Voluntary Wellness Program is a voluntary wellness program available to all employees and spouses covered on the medical plan. 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. You will also be asked to complete a lab draw/biometric screening, which will include a blood test for cholesterol, glucose, and blood pressure readings. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

Employees who choose to participate in the wellness program will receive an incentive of premium reductions or HSA contributions for completing the activities listed above in Level Two: Base Wellness Incentive and Level 3: Additional Wellness Incentive. Although you are not required to participate in the wellness program, only employees and spouses covered on the medical plan who do so will receive Level Two and Level Three premium reduction/HSA contribution based on their medical plan enrollment tier (employee only/employee plus spouse or family).

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 hancock-hr@hancockin.gov.

The results from your biometric screening and physical exam will be used to provide you with information to help you understand your current health and potential risks. You also are encouraged to discuss 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 personal identifiable health information. Although the wellness program, Hancock County Government, and Apex Benefits may use aggregate information it collects to design a program based on identified health risks in the workplace. Hancock County Government and Apex Benefits 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 registered nurses, a doctor, and clinic providers 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 decisions. 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 hancock-hr@hancockin.gov.

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