



PRIVACY NOTICE

CITY OF EUGENE WELLNESS PROGRAMS

The City of Eugene offers a voluntary Wellness Program available to all regular employees as well as a voluntary Wellness Incentive program available to all regular Non-Represented employees. The programs are administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease.

All regular employees are eligible for voluntary biometric testing through the City of Eugene's Wellness Program. Non-Represented employees may also complete voluntary biometric testing at onsite screening events or by having their physician perform the same tests as those provided at onsite events. The biometric testing includes a blood test measuring cholesterol, triglycerides, glucose and A1C levels.

In addition, all regular employees enrolled in the City's health plans may complete a voluntary Health Risk Assessment (HRA) through PacificSource Health Plans' *InTouch* member website and CaféWell, their on-line Wellness Center. Non-Represented employees may also complete a voluntary HRA through Wellvibe, the online platform for the City's wellness vendor, Allostatix. You are not required to complete an HRA or biometric testing.

The CaféWell and Wellvibe HRAs ask a series of questions about your health-related activities and behaviors, and whether you have or had certain medical conditions, for example cancer or heart disease. 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 status and potential risks. You are encouraged to share your results or concerns with your own doctor. More information on CaféWell is available on the [PacificSource InTouch Member Website](#). More information on Wellvibe is available on the [Wellvibe Member Website](#).

The City of Eugene Wellness Incentive Program is a voluntary program available to all regular Non-Represented employees. If you choose to participate in the Wellness Incentive Program, you will be asked to complete a voluntary Health Risk Assessment (HRA) through Wellvibe. Non-Represented employees who choose to complete a Wellvibe HRA will receive an incentive of \$150 per year, and will be eligible for an additional \$150 for completing an optional biometric screening through onsite screening events, their physician, or the City's Health and Fitness Director, and/or \$100 for completing one additional optional activity assigned to them on their Wellvibe Member website. Although you are not required to complete the HRA, complete a biometric screening or participate in the Wellness Incentive Program, only employees who do so will receive the financial incentive. More information on the Wellness Incentive Program is available on the Employee Benefits Website: <http://www.eugene-or.gov/2438/Wellness-Incentive>.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law, including by the Health Insurance Portability and Accountability Act ("HIPAA"), to maintain the privacy and security of your personally identifiable health information. Although the City of Eugene may use aggregate information to design a program based on identified health risks in the workplace, neither the City, PacificSource, nor Allostatix will disclose any of your personal information received through the Wellness Programs, except as expressly permitted by law. In addition, all medical information obtained through the Wellness Programs will be maintained separate from your personnel records, and no information that you provide as part of the Wellness Programs will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event of a data breach involving information that you had provided in connection with the Wellness Program, we will notify you immediately.

If you have questions or concerns regarding this notice please contact:

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