

# Healthy County 2025 Employer Rewards



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## What is the Healthy County Employer Rewards program?

A successful wellness program requires effort and support at the local level. The Healthy County Employer Rewards program honors participating members for their efforts and success in helping employees enroll and complete various Healthy County programs. The Texas Association of Counties Health and Employee Benefits Pool (TAC HEBP) grants eligible employers funds based on the amount their employees earn in incentive prizes through program participation. A member county may use the Pool's funds for future health and wellness initiatives.

## Who is eligible to receive Employer Rewards?

**An employer is eligible to receive a reward if they:**

- Are a member of the Pool (ASO groups are not eligible).
- Designate a wellness coordinator and wellness sponsor.

## Why is the Pool doing this?

The Pool's intention is to provide members with resources to build a positive, healthy and safe work environment and to encourage employees to engage in healthier behaviors. The Pool's members, including elected officials and employees of Texas counties, represent one of our state's most valuable assets - public servants to all Texas citizens. When officials and employees are healthy, they are better able to provide quality service, manage stress appropriately, experience fewer lost workdays and model healthy behaviors for their families and the community. Healthy employees also save taxpayers' money due to lower health care costs and workers' compensation costs, as well as a reduced rate of absenteeism. The Pool's ultimate goals are to reduce health care costs and make better use of taxpayers' dollars by improving the quality of your employees' health.

***The mission of Healthy County, the Texas Association of Counties Health and Employee Benefits Pool wellness program, is to optimize the health and well-being of its members.***

## How do members earn Employer Rewards?

Members earn rewards based on their participation in one or more of the following opportunities. The total amount rewarded will be calculated based on the sum of the percentage earned per each opportunity met.

1. Groups will earn up to 30% of the maximum eligible amount of Employer Rewards from employees who earn at least 50 out of the 75 Healthy County Rewards points.
2. Groups with a County Specific Incentive (CSI) tracked on WebMD ONE will earn 30% of the eligible amount. To be eligible for the CSI percentage, your county or district's CSI must be in place for at least one plan year or calendar year; and
3. Groups can earn up to 30% of the maximum eligible amount (10% per training or event hosted) in the calendar year. Eligible events include Healthy County wellness trainings, flu shot clinics, health fairs, local/internal activities, trainings and events, etc.
4. Groups that schedule at least one Healthy County wellness training can earn up to 10% of the eligible maximum amount based on employee attendance. Attendance will be rounded up or down to closest percentage.

10% Attendance	= 1% Bonus
20% Attendance	= 2% Bonus
30% Attendance	= 3% Bonus
40% Attendance	= 4% Bonus
50% Attendance	= 5% Bonus
60% Attendance	= 6% Bonus
70% Attendance	= 7% Bonus
80% Attendance	= 8% Bonus
90% Attendance	= 9% Bonus
100% Attendance	= 10% Bonus

\*The maximum amount will be based on the number of covered employees.

<b>Group Size</b>	<b>Max Amount Eligible to Earn</b>
25 Lives or under	\$1,250
26-50 Lives	\$3,000
50-99 Lives	\$5,000
100-199 Lives	\$7,000
Over 200 Lives	\$9,000

*\*If your county or district has a CSI that is not being tracked on WebMD ONE, please let your Healthy County wellness team know, so the CSI can be reviewed for eligibility.*

**Example:** Lonestar County has 100 employees. Twenty employees earn at least 50 reward points, they implement a county specific incentive (CSI), and had a training where 30% of employees attended. The county will earn 6% for reward points, 30% for the CSI, and 13% for the training, which will be 49% of the \$7,000. The county will receive a check for \$3,430 for 2025 participation.

## How can a member use the Healthy County Employer Rewards?

The Pool recommends reward funds be applied toward the member's wellness program and:

- Be health related;
- Be available to all employees; and
- Promote ongoing attention to health initiatives that provide lasting benefits.

### Ideas for how to use Employer Rewards:

- **To provide healthy evidence-based worksite and safety programs.** Trainings can arm individuals with new knowledge about their own health and safety. Examples include: flu, pneumonia and adult vaccinations; biometric screening for cholesterol, triglycerides, blood glucose and blood pressure; learning lunches or educational programs and ergonomic training.
- **To support the people who are responsible for coordinating county health initiatives, building infrastructure and promoting employee wellness.** Health initiatives are more effective when the person assigned to promote the program is provided with time and resources necessary to meet identified objectives. Examples include: county officials allowing time and budgeting financial resources for the Healthy County wellness coordinator to roll out programs and organize wellness initiatives.
- **To improve environmental working conditions.** Health and productivity are increased by identifying ways to improve the employees' physical work environment and implementing changes. Examples include: installing hands-free fixtures (faucets, flushers, soap and paper towel dispensers) in restrooms and kitchens to slow down the spread of infections; purchasing a kiosk computer to provide Internet access for those without a work or home computer; conducting a worksite wellness audit; developing walking routes and trails near the worksite; installing bike racks or creating a bike storage area; installing slip-resistant flooring and guardrails; providing shower and changing facilities;

setting up motivational signs; and adding rubber treading to stairs or carpet to encourage stair climbing at the worksite.

- **To purchase fitness equipment.** The purchase of fitness equipment for a county-owned and operated fitness center is permitted. A group may also purchase (or subsidize) physical activity tracking devices, such as a Fitbit or Garmin for employees. Funds may also be used to purchase equipment, such as the Fitbit or Garmin scale.
- **To improve the nutritional value of food products available to elected officials and county employees.** Healthier food choices during the work day equal healthier adults. Examples include: purchasing (or subsidizing) a healthy snack machine with items such as fat-free milk, fruits, low-calorie snacks and caffeine-free beverages; and hosting a farmers market during peak growing seasons.
- **To encourage participation and sustain employee engagement in health and wellness activities.** The purchase of incentives is permitted, subject to restrictions in state and federal law.



## **Health Insurance Portability and Accountability Act (HIPAA) Wellness Program Rules:**

- Classify wellness programs as either participatory or health-contingent, with different rules for each
- Classify health-contingent wellness programs as either activity-based or outcome-based, with different rules for each
- Set out five requirements for health-contingent wellness programs:
  1. Includes annual opportunity to qualify for reward.
  2. Sets limits on amount of award based on cost of employee-only coverage.
  3. Requires program be reasonably designed to promote health or prevent disease.
  4. Requires program include a reasonable alternative method for earning a reward be provided for employees who are otherwise unable to meet the requirements to earn an award.
  5. Calls for notice of availability of reasonable alternative in all program materials.

