



The University of Texas Rio Grande Valley
Office of Human Resources

Preventive Care Incentive Program (PCIP)





The University of Texas Rio Grande Valley

Office of Human Resources

New Preventive Care Incentive Program (PCIP) effective: September 1, 2026

What is the UT SELECT [Preventive Care Incentive Program \(PCIP\)](#)?

The PCIP was designed to encourage members to have an annual preventive exam, which has been shown to improve overall health outcomes and is available with no copayment required. Effective May 2027 an additional \$50 premium differential applies to each employee or spouse without a preventive care exam by February 28, 2027.

Why is UT System implementing the PCIP?

The purpose of this program is to keep both members and the plan as healthy as possible (physically and financially). Your UT SELECT premiums are highly subsidized by your UT institution and the state. Having a preventative exam at **no cost** to you, is in alignment with our focus on wellness for our workforce and families. It's also a great opportunity to maximize the value of the benefits you receive.

\$0

**in-network annual
preventive exam**





The University of Texas Rio Grande Valley

Office of Human Resources

Preventive Care Incentive Program

Who PCIP applies to?

PCIP applies to the following UT SELECT medical plan participants:

- Active employees enrolled in UT SELECT
- Spouses enrolled in UT SELECT

Employee-Only Coverage

- Employees with fully subsidized Employee-Only Coverage
- Employee-only coverage currently has \$0 medical premium. The employee is still subject to the PCIP and the \$50 monthly differential.

Privacy

- Employers do not receive medical exam results. Health institutions keep patient information separate as part of electronic health records.
- Institutions only receive information indicating whether the premium differential applies.





PCIP Premium Differential

When will the Premium Differential begin?

When does the differential begin?

For employees hired prior to September 1, 2026, the premium differential will first appear on the May 1, 2027, paycheck unless the qualifying preventive exam requirement is met.

Employees hired after September 1, 2026, see breakdown on next slide.

A \$50 monthly premium differential will apply to:

- Active employees enrolled in UT SELECT without a qualifying preventive exam
- Spouses enrolled in UT SELECT without a qualifying preventive exam
- A max \$100 monthly premium differential could apply if both employee and spouse do not have a qualifying preventative exam on file





The University of Texas Rio Grande Valley

Office of Human Resources

Key Deadlines

Coverage Dates	Preventive Exam By	\$50 Premium Differential Begins (if exam not on file by deadline)
Covered as of July 2026	February 28, 2027*	May 1, 2027 Paycheck
Coverage begins 8/1/2026	February 28, 2027	May 1, 2027 Paycheck
Coverage begins 9/1/2026	June 30, 2027	October 1, 2027 Paycheck
Coverage begins 9/2/2026-9/1/2027	June 30, 2028	October 1, 2028 Paycheck
Coverage begins 9/2/2027-9/1/2028	June 30, 2029	October 1, 2029 Paycheck
Pattern continues each subsequent year.		
*The PCIP preventive exam period from February 2026-February 2027 will satisfy the initial requirement to waive the differential for those currently covered. Employees and covered spouse will then have until June 30, 2028 receive their annual preventive exam to waive the differential during the 2028-2029 plan year.		





The University of Texas Rio Grande Valley

Office of Human Resources

Additional Details

Out-of-Network Providers

- Members may submit claims or supporting documentation from non-network providers
- Assistance is available through the **UT SELECT Concierge 866-882-2034.**

Timing of Preventive Exam Processing

- The program is designed to include a reasonable amount of time between the exam and the first paycheck that could reflect the premium differential
- Members are encouraged to schedule preventive exams early





The University of Texas Rio Grande Valley

Office of Human Resources

Additional Details

We encourage employees and covered spouses to schedule their preventive exams early to ensure they meet the applicable deadlines.

For questions about your exam being on file, contact the UT Select Concierge. [Preventive Care Incentive Program \(PCIP\) FAQs](#)

01

I would like to confirm if I have a preventive exam on file?

02

What if my physician is not part of the BCBSTX network? How do I submit proof of my preventive exam so that I can get the \$50 differential waived?

03

What if I don't have a provider? Who can I contact for assistance identifying a provider for my annual preventive exams?

UT SELECT Concierge 866-882-2034





The University of Texas Rio Grande Valley

Office of Human Resources

Preventive Exam Coding

Does any doctor's appointment count as a preventive exam?

Not every appointment with a doctor is a preventive visit. Your BCBSTX network provider will submit appropriate codes (listed below) when filing a claim which indicates your exam was for preventive purposes. For example, your annual physical. Preventive codes sometimes get missed when providers focus on diagnostic issues. If you've had a preventive exam but your claims history doesn't show record of it, so It's best to contact **UT SELECT Concierge** at **866-882-2034** for assistance in these cases.

Description	Typical CPT Codes
Routine preventive physical exam in office setting	99381–99387 (new patients); 99391–99397 (established patients)
Preventive physical exam in outpatient setting	99381–99387, 99391–99397
Preventive physical exam at retail clinic	99381–99387, 99391–99397
Preventive well-woman exam	99384–99387 (new patients) and 99394–99397 (established patients), depending on age





The University of Texas Rio Grande Valley

Office of Human Resources

For Questions?

Please email: benefits@utrgv.edu

