

2026 Employee/Retiree/Covered Spouses Wellness Incentive Form

All full-time employees are eligible to participate in the Wellness Incentive. Additionally, spouses of full-time employees, as well as retirees and their spouses enrolled in the City's medical/health insurance through Sentara Health Plans, are also eligible. Maximum annual incentive per participant is \$400.

Submit completed forms to Human Resources via:

hrbenefits@CityOfChesapeake.net | Fax – 757-382-8501 | ☎ City of Chesapeake Human Resources, 306 Cedar Road, Chesapeake, VA 23322

Participant Information: To be completed by City of Chesapeake Employee/Retiree/Covered Spouse

Employee/Retiree/Covered Spouse Name: _____ Phone: _____

Email: _____ Date of Birth: _____ Employee ID: _____

Signature to Acknowledge Participant Agreement (pg. 2)

Date

Section I: Earn \$100 incentive per exam completed. Forms may be submitted separately as each exam is completed.

Exam Completed	Amount	Date Completed	Verifying Health Professional's Signature
Annual Physical Exam	\$100		
Annual Eye Exam	\$100		
Semi-Annual Dental Exam	\$100		

Section II: Earn up to an additional \$100.

Exam Completed	Amount	Date Completed	Verifying Health Professional's Signature
Colonoscopy	\$100		
Mammogram/Breast MRI	\$100		
Prostate Exam	\$100		
Skin Cancer Screening	\$100		
Vaccine (COVID, Flu, Pneumococcal Pneumonia, RSV, Shingles, Tetanus)	\$50		
Cologuard Screening	\$50		
Lung Low-dose CT (LDCT)	\$50		
Attend One Wellness Webinar (City HR sponsored, Sentara, BHS, Legal Resources, or MissionSquare)	\$50		
Complete One City Sponsored Wellness Challenge	\$50		

***All exams, vaccines and/or wellness activities must be completed between January 1, 2026, and December 31, 2026, to be eligible for the 2026 Wellness Incentive. Participants may submit an Explanation of Benefits (EOB) or receipt of services in lieu of health provider signatures.**

To allow adequate time for processing, all Wellness Incentive Forms must be submitted to Human Resources by noon on December 31, 2026. Forms submitted after this date will not be accepted.

Eligibility

- All full-time employees as well as any employee enrolled on the City's medical/health insurance plan through Sentara Health Plans are eligible.
- Spouses of full-time employees enrolled in the City's health plans are eligible.
- Retirees and retiree spouses who are enrolled in the City's health plans are eligible.

Additional Information

- A maximum of \$400 per eligible individual can be earned by completing a combination of exams, vaccines and/or wellness activities.
- Exams, vaccines and/or wellness activities must be completed in 2026.
- Incentive forms may be submitted to Human Resources as exams, vaccines and/or wellness activities are completed.
- Funds can be used for [eligible medical, dental, or vision expenses](#).
- If you are on the City's health, dental, and/or vision plans, you are allowed:
 - One physical exam every 305 days through the health plan
 - One eye exam every calendar year through the health or vision plan (an eye exam is covered at 100% through the Sentara VSP plan or with a \$15 copay through the Davis Vision plan)
 - Two dental exams per year through the dental plan (only one dental exam counts for the \$100 incentive)
- Full (not partial) physical exams administered by the City's occupational health provider (NowCare) qualify for the Wellness Incentive; including eye exams conducted as part of the physical. Standalone eye exams must still be administered by an Optometrist or Ophthalmologist to qualify.

Incentive Payout

- If you are on the City's HMO, POS, PPO or CDHP and have a medical flexible spending account (MFSA) the incentive will be deposited into a Health Reimbursement Account (HRA). If you are not covered by the City's health insurance, funds will be deposited into a MFSA account.
 - Once your incentive is processed, funds will be available for use on a debit card issued by Health Equity.
 - Wellness Incentive funds deposited into a HRA or MFSA will expire on December 31, 2026.
 - Funds can be accessed by using the debit card through December 31, 2026, or by submitting claims for reimbursement with dates of service between January 1, 2026, and December 31, 2026, until March 31, 2027.
- If you are on the City's CDHP and have a Health Savings Account (HSA), the funds earned will be loaded to your HSA and will not expire.

The deadline to submit your Wellness Incentive form(s) to Human Resources by noon on December 31, 2026.

Participant Agreement: I hereby agree to release and hold harmless the participating organization, their employees and any other persons acting on their behalf from any liability or claim, including any claim of personal injury with respect to this service. I agree, to the best of my knowledge and belief, that all statements and answers to the questions in this form are complete and true. I further acknowledge that falsification of information on this application will be considered fraud and will result in immediate loss of my wellness program incentive. In addition, fraudulent activity will be reported to Human Resources for further review in relation to City of Chesapeake policies.