

ELIGIBILITY

WHO IS ELIGIBLE FOR WELLNESS & PREVENTION PROGRAMS?

| CITY OF VIRGINIA BEACH (CVB) | VIRGINIA BEACH CITY PUBLIC SCHOOLS (VBCPS) |
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| Full-time employees covered by a CVB health plan are eligible for all programs in this guide. | Full-time equivalent ¹ employees covered by a VBCPS health plan are eligible for all programs in this guide. |
| Full-time employees not covered by a CVB health plan are eligible for all programs in this guide with the exception of those programs offered by Optima Health to their members. These program include: Partners in Pregnancy, Diabetes Disease Management and Respiratory Disease Management. | Full-time equivalent ¹ employees not covered by a VBCPS health plan are eligible for all programs in this guide with the exception of those programs offered by Optima Health to their members. These program include: Partners in Pregnancy, Diabetes Disease Management and Respiratory Disease Management. |
| Spouses of full-time employees covered by a CVB health plan are eligible for the following programs: <ul style="list-style-type: none"> ⇒ Cancer Screening Incentive ⇒ Diabetes Disease Management ⇒ Employee Assistance (EAP) ⇒ Partners in Pregnancy ⇒ Respiratory Disease Management ⇒ Tobacco Cessation | Spouses of full-time equivalent ¹ employees covered by a VBCPS health plan are eligible for the following programs: <ul style="list-style-type: none"> ⇒ Cancer Screening Incentive ⇒ Diabetes Disease Management ⇒ Employee Assistance (EAP) ⇒ Partners in Pregnancy ⇒ Respiratory Disease Management ⇒ Tobacco Cessation |
| All city employees are eligible for the Employee Assistance Program (EAP). | All school employees are eligible for the Employee Assistance Program (EAP). |
| Retirees covered by a CVB or VBCPS health plan are eligible for all programs in this guide if they meet one of the following criteria: have 25 years of service with CVB or VBCPS, a combination of both or are the policy holder. | |

¹ Full-time equivalent school employees include: full-time employees (including bus drivers/assistants working 20 hours and food service working 15 hours), percentage employees (excluding bus/food services), and temporary employees filling an allocated position. Please refer to School Board Policy 4-1 for more information.

DISCLAIMER 1: The City of Virginia Beach and the School Board of the City of Virginia Beach reserves the right to modify, amend, or terminate its Wellness & Prevention Program offerings as they apply to all future, current, and/or retired employees and their dependents, as available. The program offerings do not represent a contractual commitment and may be changed at any time without notice.

DISCLAIMER 2: All plan materials that describe the terms of the wellness program must disclose the availability of a reasonable alternative standard or the possibility of a waiver of the initial standard.

DISCLAIMER 3: FRAUDULENT ACTIVITY: Misuse or misrepresentation of any Wellness & Prevention program will be considered fraud and will result in immediate loss of all Wellness & Prevention program benefits, including the Health Reimbursement Arrangement (HRA)* benefit. In addition, fraudulent activity will be reported to Human Resources for further review against current City and School Board policies.

*If applicable, participant's HRA account will be closed immediately and any previously earned funds will be forfeited to Wellness & Prevention.