

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 3.05.10 HEALTH INSURANCE OPT-OUT INCENTIVE

A. Introduction

It is the policy of the Board to provide eligible employees with the opportunity to have the benefit of health insurance. When an employee opts not to accept these benefits, the agency realizes a cost savings. In the interest of good tax stewardship, this policy allows an incentive to be paid to eligible employees who do not take the agency's health coverage, if certain conditions are met.

B. Policy

1. The incentive amount is set at \$1,500 annually, to be paid to the employee before the end of February of the following year.
2. To be eligible to receive the incentive, the employee must do all of the following:
 - a. Sign a statement waiving coverage from the agency;
 - b. Provide the Human Resources with acceptable proof that the employee is covered under another health insurance plan; and
 - c. Remain off of the agency's health insurance plan for a full calendar year.
3. Employees who opt out of vision and/or dental insurance only are not eligible for this incentive. Employees may accept vision and/or dental insurance and still be eligible for the incentive.
4. Agency-provided life insurance is not affected by this policy.