

Amherst Pelham Health Claims Trust

Kay Zlogar, Trust Manager
Town Hall, 4 Boltwood Avenue
Amherst, MA 01002-2351

Phone: (413) 259-3123
Fax: (413) 259-2405
email: ZlogarK@amherstma.gov

OPT-OUT INCENTIVE PROGRAM

The employers of the Amherst Pelham Health Claims Trust (APHCT) will pay a set amount of \$1,500 per year for an individual and \$3,000 per year for a family plan to active employees, who are currently covered by a health insurance plan through the APHCT and opt-out of being covered through our plans and enroll in health insurance elsewhere. You can enroll in the Opt-Out at any time of the year as long as there is a qualifying event.

The guidelines for the Program are:

- (a) The Opt-Out incentive is only available to active employees who are currently enrolled in the APHCT's health insurance.
- (b) Employees must provide proof that they and, (if applicable, their dependents), are enrolled in another health insurance plan that is not an APHCT plan or a State subsidized plan such as the Health Connector.
- (c) The APHCT employer will pay a set waiver incentive amount: \$1,500 per year for an individual plan; and \$3,000 per year for a family plan upon proof of comparable insurance coverage with another non-APHCT plan.
- (d) Employees must have been enrolled in the APHCT employer's health insurance on or before September 1 of the prior calendar year to be eligible.
- (e) The APHCT employer will pay the Opt-Out benefit via payroll on a monthly basis, less any required withholdings.
- (f) If there is a qualifying event in which an employee who has opted-out needs to opt back onto APHCT insurance, the employee will be allowed to do so as long as it is within 30 days of the qualifying event. Should the employee choose to come back onto an APHCT plan, the Opt-Out payments would cease.
- (g) Upon termination of employment, participation in the Opt-Out program will cease. An employee's retirement will be considered a qualifying event for re-enrollment and they will be allowed to do so as long as it is within 30 days of the date of retirement.
- (h) The only way to receive the Opt-Out is if the employee is not covered by the APHCT's health plans in any way. This includes through a parent or spouse's plan or changing from a family to individual plan through the APHCT.
- (i) The Opt-Out will have a sunset provision. We'll try the program for two years and see how it is working and decide whether or not to continue to offer it. If the APHCT decides not to offer the Opt-Out Program anymore, employees will be given an opportunity to get back onto the APHCT's health plans if they choose. (Two year period runs from 7/1/14 to 6/30/16.)
- (j) Any issues or disputes that arise regarding enrollment periods or rules and regulations relating to the implementation of the program shall be reviewed by the APHCT's Administrator (Amherst Town Manager) whose determination shall be final and binding.
- (k) The employee must acknowledge that their decision to not participate in the APHCT's health plans is made voluntarily.