

## **406 Insurance**

### **406.1 Group Health Insurance**

Full-time employees are eligible to participate in the System's health insurance plan. The System will pay a portion of the employee's premium in accordance to the rules of the Department of Employee Trust Funds.

### **406.2 Group Life Insurance**

The System makes participation in the Wisconsin State Group Life Insurance Plan available to its employees in accordance to the plan's provisions. The following coverages are available:

- a. Basic plan: The System will pay the cost of this premium.
- b. Supplemental group life insurance plans: The System shall pay 20% of this premium.
- c. Additional life insurance plans—employees may select up to three units and shall pay the entire cost of this plan.
- d. Spouse and Dependent Coverage - the employee shall pay the entire cost of this plan.

### **406.3 Income Continuation Insurance**

Full-time employees shall be covered by the Income Continuation Insurance plan in effect. The System will fund the premium for a 90-day elimination (waiting) period. Employees may select a 30-day or 60-day elimination period and are responsible for the difference of the premium cost. Eligibility is determined under the Income Continuation Insurance plan offered by the Wisconsin Department of Employee Trust Funds.

### **406.4 Health Insurance Opt-Out Stipend**

Full-time employees eligible to participate in the System's health insurance plan may choose to opt-out and receive a small financial stipend. The amount of the stipend will be determined by the Winnefox Board of Trustees in September of each year as part of the budget process. During the Open Enrollment period for ETF, the interested employee must submit a health insurance application indicating that they are opting out. The new application will include an opt-out check box and will include an eligibility attestation statement. Stipend payments will be spread out over all applicable pay periods in the year. If an employee makes the election to opt out within 30 days of being hired, the System shall prorate the annual stipend according to the remaining number of pay periods in the calendar year in which the election is made.

The opt-out incentive is considered taxable income and will appear on participating employees W-2 statements. In addition, the incentive payment is not considered WRS earnings.

If an employee has received opt-out incentive payments and then experiences a mid-year involuntary loss of non-state coverage, all incentive payments stop as soon as the employee enrolls for coverage