



Town of Oxford

325 Main Street, Oxford, MA 01540

Frequently Asked Questions

Health Insurance Opt-Out Program

Below are some of the Frequently Asked Questions regarding the Health Insurance Opt-Out program.

1. Who will qualify for the opt-out payment?

A. To be eligible to participate in the voluntary program, an employee must be eligible for health insurance benefits and participated in the Town's health insurance benefits for twelve (12) months.

2. What if I don't currently participate in the Town's insurance, will I be eligible to receive an opt-out payment?

A. No, you must have participated in the Town's health insurance for twelve (12) months.

3. How much will I receive for the Health Insurance Opt-out payment?

A. The Town will pay an employee covered by this program based on full benefit year participation: \$2,200 for an Individual Plan and \$4,400 for a Family Plan.

4. How will I receive my Health Insurance Opt-Out payment?

A. You will receive your Health Insurance Opt-Out payment in your regular paycheck, in monthly installments on the last scheduled payroll of the month.

5. When will this Health Insurance Opt-out program be available?

A. This program is available as of July 1, 2016.

6. How do I sign up?

A. For those who are eligible to qualify for the Health Insurance Opt-Out Program, the employee will be responsible to provide the Town with sufficient proof to verify that they have alternative coverage from another source other than the Town of Oxford. The employee will be required to sign off on a Voluntary Waiver form and complete a HIRD (Health Insurance Responsibility Disclosure Form) as well. All documents will need to be forwarded to the Payroll/Benefits Department.

7. Are the Health Insurance Opt-Out payments taxable?

A. Yes, the health insurance opt-out payments are taxable.

8. Will new hires be eligible to participate in the Health Insurance Opt-out program?

A. No. A new employee will be eligible after their 30 day waiting period as well as twelve (12) months of participation in the health insurance benefits.

9. Will the program be available each fiscal year?

A. The program will be available indefinitely. From time to time there may amendments to the program, however, the payments will not be reduced during any given year.

10. What if I terminate from the Town, when will I receive my last health insurance opt-out payment?

A. You will be entitled to payment up to the month containing the date of your separation.

11. What if my spouse and I work for the Town of Oxford, will we both be eligible to participate in the Health Insurance Opt Out Program?

A. No, if you are both employed by the Town of Oxford, you will not be eligible to enroll in the program.

12. I get married on July 15th, which is a qualifying event and decide to opt-out of the Town's health insurance, when will I receive my first health insurance opt-out payment?

A. You have 30 days from the date of the qualifying event to make a change to your insurance. You are eligible for the Opt Out payment as long as you have met the criteria noted in Q1. If you decide that you would like to cancel your insurance as of July 31, and move to your spouse's plan, you will be required to complete the Voluntary Waiver and HIRD form and appropriate documentation from your spouse's employer to qualify for the Opt-Out payment. Once it has been determined that you qualify, you will receive your first Opt Out payment on the last scheduled payroll of the month following the effective coverage termination date.

13. I get married on July 15th, which is a qualifying event and decide to withdraw from the Opt Out Program and enroll on the Town's Health Insurance, when will I receive my last Health Insurance opt-out payment?

A. You have 30 days from the date of the qualifying event to make a change to your insurance.

14. If I opt-out and I find that I don't like my alternative coverage, can I withdraw my enrollment in the Opt-Out program and reenroll in a Town Plan?

A. No. This is not a qualifying event. During the year, you can terminate your enrollment in the Opt-Out Program and re-enroll in the Town benefits only if you experience a qualifying event (according to federal Internal Revenue Service (IRS) rules), such as a change in family status or loss of other coverage. **You may reenroll during the next open enrollment period.**

If you would like additional information, please contact the Payroll/Benefits Department at the Oxford Town Hall by calling (508) 987-6035 for further details.