

# VASSAR COLLEGE

## MEDICAL INSURANCE CASH-OUT POLICY

- ✦ Vassar's Medical Insurance Cash-Out provides a **taxable cash payment** to non-SEIU employees who do not need the Vassar health insurance because they have medical insurance elsewhere. If you are newly electing this opt-out benefit, you may be asked by the Benefits office to provide a copy of the enrollment form or letter from the non-Vassar sponsored health plan to document your participation in that plan. Each year during Open Enrollment, you may select the Medical Cash-out plan if it is offered. **The benefit is not automatically renewed every year.**
  
- ✦ The cash-out payment equals \$400 for the calendar year (12 months, January - December). If you become covered for medical benefits through another source at some point during the year, you may elect to cash-out of the Vassar plan at that point and will receive a **pro-rated** payment based on the number of months remaining in the year.
  
- ✦ If you choose the medical cash-out and later in that calendar year you lose health insurance coverage and must join the Vassar health plan, you will be required to **repay** Vassar a pro-rated portion of the \$400 cash-out received attributable to the remaining months of the plan year.
  
- ✦ All cash awards will be paid via payroll and will be included as income in your pay. Appropriate taxes will be deducted from these payments.
  
- ✦ Vassar annually reviews the decision to offer the medical cash-out payment. In future years, this benefit may or may not be offered.
  
- ✦ If your spouse/partner works at Vassar and you are enrolled as a dependent on her/his health insurance, you are NOT eligible for the cash-out.

**If you have any questions about the cash-out option, contact Benefits at ext. 5850.**