

Important Considerations

- 1. Impact on Sick Leave Conversion:** Unused sick leave can provide a valuable benefit. When you retire, or if you should die while an employee, unused sick leave is converted into credits to pay for health insurance for you or your surviving spouse/dependents but only if you participate in the State Group Health Insurance Program. If you choose to opt out, your unused sick leave credits have no value until/unless you re-enroll in the State Group Health Insurance Program.
- 2. Re-enrolling in health insurance:** You may re-enroll during the year if you have a qualifying life event (such as marriage, adding a dependent, loss of other coverage). The incentive payment is prorated by payroll period and you will lose any portion that is payable after you have re-enrolled.
- 3. Enrollment in Other Benefit Plans:** If you opt out of health insurance, you will not be eligible for the Uniform Dental Benefit, as it is only available through the State Group Health Insurance Program. However, during the open enrollment period you may still be able to elect supplemental benefits for dental, vision, AD&D and Long-Term Care.
- 4. Taxable Income:** The opt-out incentive is taxable and will appear on your W-2. It is not considered WRS earnings.
- 5. Affordable Care Act (ACA):** The ACA requires most Americans to have health insurance or pay a penalty. If you opt out of the State Group Health Insurance Program and do not have other coverage, you may be subject to a fine when you file your annual taxes.