

Community Services of Northeast Texas, Inc.

Personnel Policies & Procedures

315 Cash in Lieu of Health Insurance

Effective Date: 9/18/2023

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Eligible full-time and part-time employees working a 30/hour week schedule or 40/hour week schedule, electing not to participate in the health insurance benefit, upon demonstration of having alternative group-sponsored health insurance coverage (or other qualifying health coverage as defined in the Section 125 Plan) for themselves and their eligible dependents, may elect to receive \$2,400 in lieu of insurance (accrued at a rate of \$200/month of eligible coverage). Payment for accrued cash-in-lieu of insurance benefits shall be paid in bi-monthly installments of \$100. The sum in lieu of insurance will be an annual option for eligible employees, who must make such an annual election by a deadline which is within the initial 90 days of employment and during the annual open enrollment period. An employee so electing payment in lieu of insurance who then seeks to reverse his/her decision during the health plan benefit year may do so only if permissible under the regulations of the carrier. This cash in lieu of insurance option is only available to employees that are eligible for health benefits.