

Employee Fringe Benefits

3% of an employee's annual earnings are available to them for health insurance or retirement savings.

Healthcare insurance premiums can be reimbursed up to 3% of earnings for a policy the employee acquires for themselves and their families. Any policy must include the employee. Reimbursement of out-of-pocket premiums for plans on which the employee is a named member, such as a spouse's plan, is also allowable. In this case, proof of premium payment such as bills marked paid or withholdings clearly showing health insurance premiums deducted from a spouse's pay on a pay stub are required for this. Reimbursement for actual medical expenses is not allowable.

Employees must elect the healthcare insurance use of the funds first if needed. If healthcare is not needed, the employer must sign a waiver stating they do not need healthcare insurance and the reason that they do not need it.

If healthcare is not needed and a waiver is signed, the employee may elect to use the 3% as a contribution to their retirement account. Retirement accounts must be qualified IRS accounts. If the employee is interested in obtaining such an account because they do not have one, they may use The Arc Susquehanna Valley's chosen vendor for a retirement plan.

Retirement contributions go with the employee should they leave Arc employment.



Healthcare Contribution Waiver

Employee Name: _____

Date: _____

Position: _____

I acknowledge I have been offered the opportunity to receive up to 3% of my annual earnings to apply to health insurance.

I decline enrolling myself or eligible family members listed below in the group health plan coverage because:

___ I have other medical coverage provided by:

Insurance Company Name: _____

Policy/Group Number: _____

Name & Relationship of person whose policy you appear on as a member:

Through (Employer Name): _____

Printed Name: _____

Date: _____

Signature: _____