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Office of Human Resources and Labor Relations  
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Memo To: WCSD Employees Eligible for Health Insurance Shared Savings (“Buyout”) Payments

Re: Revised Health Insurance Shared Savings Registration Form

Health insurance coverage is likely the most important benefit decision for you and your family. Most District employees who are eligible for District-provided health insurance coverage may forego District coverage and receive an annual “buyout” payment in lieu of District coverage provided the employee has alternate health insurance coverage. Each employee should check the terms of his/her collective bargaining agreement or individual employment contract to confirm buyout eligibility and the amount of the annual buyout payment. Any questions regarding the buyout should be directed to your personnel associate in the HR Office.

If you have alternate health insurance coverage, there are many factors to consider before making the enrollment vs. buyout decision. Those factors are likely to vary depending on your personal situation. The factors to consider include, but may not be limited to, the following:

- Which health insurance plan will best meet the medical needs for you and your family members?
- What is the amount of the annual contribution toward the premium for each health insurance plan option?
- What is the annual amount of any buyout payment options?
- If you and your spouse do not provide health insurance for any other family members, what is your cost for two individual plans vs. one family plan? When comparing the costs, make sure to consider the amount of a possible buyout payment if you decide to choose one family plan.
- If you forego coverage or withdraw, what waiting period or other provisions will apply if you later wish to enroll or re-enroll?

Your personnel associate in the HR Office and the District’s health insurance representative will assist you in making your health insurance buyout decision and will answer any questions you may have regarding the terms of the District’s buyout option, which are outlined on the buyout registration form. You must file the form and all applicable attachment in order to receive a buyout payment.

cc: Adrianna Licare, Senior Account Clerk  
Personnel Associates

4/2/24

