

BONUS WAIVER AGREEMENT - FREQUENTLY ASKED QUESTIONS

Question:

If I sign the health bonus agreement and find that I need to enroll in health insurance before the calendar year has ended, may I enroll?

Answer:

Yes, however, you will end your eligibility for the bonus for that year.

Question:

If I sign the health bonus agreement and go on a leave of absence without pay, will I still receive a bonus?

Answer:

No, you will not receive a bonus. The bonus waiver agreement is void because while on a leave of absence without pay you are taken off payroll and therefore you are not considered an active employee. According to New York State Health Insurance Eligibility Requirements, only active employees are eligible for health benefits. You cannot be paid for a benefit you are not entitled to.

Question:

If I leave Nassau BOCES employment, is my bonus waiver agreement prorated?

Answer:

No, your bonus will be forfeited.

Question:

How long do I have to waive my health insurance before I am paid my bonus?

Answer:

You must waive your health insurance for one ENTIRE calendar year which is January 1 - December 31.

Question:

When is my bonus payable to me?

Answer:

Bonuses are paid the January following the calendar year you have waived health insurance. (i.e. Waived health insurance for the calendar year 1/1/2020-12/31/2020 (12 months); bonus would be paid 1/2021)

Question:

If my effective date is AFTER 1/1, can I opt to decline health insurance and be paid the bonus in the following January?

Answer:

You may decline health insurance, but you are not eligible for the bonus the following January. You cannot be paid the following January because the waiver agreement stipulates that you remain off the health insurance program for the entire calendar year 1/1 – 12/31.

Question:

Does the health waiver bonus become a part of my base salary?

Answer:

No.

Question:

Is my health waiver bonus taxed?

Answer:

Yes, at a tax rate of 40.85%. Also, bonuses are not payable in a separate check.

(OVER)

Question:

If I am eligible for the bonus based on the premium cost of family coverage, will my bonus be calculated in the same way every year?

Answer:

Your bonus is based on whatever coverage is in effect when your bonus waiver agreement is approved.

Question:

Do I have to submit evidence of other group health coverage?

Answer:

Yes, proof of other group health insurance is required before your bonus waiver agreement can be approved. A letter from your insurance company stating that you have group health insurance coverage or an insurance card indicating group coverage with your name will be acceptable.

Question:

How do I apply for a health waiver bonus?

Answer:

Bonus waiver agreements are sent from the Department of Human Resources each November to eligible employees at their building location. You will sign an acknowledgement form confirming receipt. Complete and sign the bonus agreement and return it to Human Resources with proof of other group health coverage. Make a copy of your completed agreement for your records.

A letter acknowledging approval of your completed agreement will be sent to you within 30 days. Keep this approval document for proof of payment eligibility. If you do not receive an acknowledge letter within 30 days of submitting your agreement contact Human Resources at (516) 396-2352.

If you choose not to opt for the bonus at that time, you will not have another opportunity to participate until November of the next school year.

Question:

Why do I have to fill out another health waiver in November? I filled one out when I first became eligible for health insurance?

Answer:

You did not complete a “Bonus Waiver Agreement.” The form you completed was a “Declination of Health Insurance.” Bonus Waiver Agreement open enrollment occurs in November.

Question:

Do I have to complete a Bonus Waiver Agreement each calendar year?

Answer:

Yes. Your Bonus Waiver Agreement is signed upon the commencement of the calendar year; your bonus is paid at the beginning of the next calendar year.

Question:

Who do I call if I have questions regarding the Bonus Waiver Agreement?

Answer:

Contact the Department of Human Resources at (516) 396-2352.