

## What is the Opt-Out Credit for health insurance?

Employees and retirees who have health insurance that is equal to or better than the coverage offered through the Texas Employees Group Benefits Program (GBP) may be able to opt out of GBP health insurance and sign up for a monthly health insurance Opt-Out Credit. You can apply this credit toward the premiums for certain optional insurance offered through the GBP.

## Who is eligible?

To get the Opt-Out Credit, you must:

- Be eligible for the full state contribution toward your GBP health insurance premium—100% for full-time employees and retirees, and 50% for part-time employees and retirees **AND**
- Be able to certify you have comparable health insurance coverage (for example, through another employer health plan). Medicare does not count as comparable health coverage; **if you have Medicare, you are not eligible for the credit.**

You cannot participate in the health insurance Opt-Out Credit if you are not eligible for the state contribution toward your health insurance premium. This includes COBRA participants, surviving dependents and adjunct faculty members.

## How much is the credit?

The Opt-Out Credit for full-time employees and retirees is up to \$60 per month. Part-time employees and retirees can get a credit of up to \$30 per month.

Employees can apply this credit to dental, vision and/or Voluntary Accidental Death and Dismemberment (AD&D) insurance premiums.

Retirees can use the credit toward dental and/or vision insurance premiums. Retirees cannot apply the Opt-Out Credit to Voluntary AD&D coverage unless they return to work at an employer who participates in the GBP and they enroll in the GBP as an active employee.

If you do not use the entire \$60 or \$30 credit, the unused portion cannot be refunded.

## How do I sign up?

You can elect the Opt-Out Credit during annual enrollment periods or within 31 days of a qualifying life event (QLE).

## For more information

Learn more about the health insurance Opt-Out Credit at [www.ers.texas.gov](http://www.ers.texas.gov) or call ERS toll-free at (877) 275-4377.

### Opting out: What you should know

Your prescription drug benefits are part of your health benefit. If you opt-out of your health plan, you give up your prescription drug coverage.

All GBP health plans also include Basic Term Life coverage of \$5,000 for active employees or \$2,500 for retirees. If you opt out of your health plan, you will no longer have this coverage.