

Premium Cash Option Enrollment Form

Return completed form to: State Employees' Insurance Board, PO Box 304900, Montgomery AL 36130-4900
Telephone: (334) 263-8312 Toll Free: (866) 833-3378 Fax: (334) 263-8512

EMPLOYEE INFORMATION (PLEASE PRINT)		
Name:	SEHIP Contract or SSN:	Date of Birth: ____/____/____
Address:		
City, State and Zip:		
Telephone Numbers: (work number is required)		
Work: ()	Ext:	Home: ()
Email Address:		
Name of your spouse's group health plan for which you will be seeking reimbursement of premiums:		Group Number:
Spouse's Employer Name:	Spouse's Name:	
<p>What is the Premium Cash Option (PCO)? The PCO is a premium only Health Reimbursement Arrangement (HRA) funded solely by the State of Alabama from which active employees are reimbursed for other employer group health insurance premiums.</p> <p>Who is eligible? Any active full-time employee of the State of Alabama eligible for coverage under the State Employees' Health Insurance Plan (SEHIP) who has opted out of the SEHIP is eligible to enroll in the PCO.</p> <p>What's the benefit to enrolling in the PCO? When you enroll in the PCO an account will be established for you into which the State will credit \$175 each month. You can then use these tax free benefit dollars to pay premiums for other employer group health insurance (e.g. coverage offered through your spouse's employer). That's a free benefit of up to \$2,100 per year.</p> <p>Can PCO benefit dollars be used for any health care premium? No. PCO benefit dollars can only be applied toward premiums of other employer group health plans meeting the minimum value and essential health benefits criteria as defined under the Affordable Care Act (employers should provide their employees with this information).</p> <p>Will benefit dollars in your PCO account roll over each year? Yes. If you don't spend all your benefit dollars in a Plan Year, any unused PCO Account balance rolls over into the next Plan Year. In this manner your PCO account may "grow" almost like a savings account.</p> <p>How do you enroll? You can enroll in the PCO at any time during the year by completing this form and returning it to the SEIB. Remember you must first opt out of the SEHIP before you can enroll in the PCO.</p> <p>How do you dis-enroll? You can dis-enroll in the PCO and re-enroll in the SEHIP at any time during the year. When you dis-enroll in the PCO or terminate your employment, any benefit dollars in your PCO account will revert back to the Plan.</p>		
<p>Important – Read Carefully Before Signing</p> <p>The PCO is intended to qualify as a "health reimbursement arrangement" as that term is defined under IRS Notice 2002-45 and 2013-54 and a medical reimbursement plan under Sections 105 and 106 of the Internal Revenue Code of 1986, as amended, and the Plan will be interpreted at all times in a manner consistent with such intent. I understand that I will only seek reimbursement for premiums for health insurance coverage that qualify for such reimbursement under IRS regulations. I hereby certify that I have completely read and fully understand the terms and conditions of the PCO and all information furnished is true and complete.</p>		
Employee Signature: _____		Date: _____