HEALTH INSURANCE OPT-OUT CORRECTION
P-1 Type 839

Pay Period Frequency: One Time Use
Requires Approvals by: PA   BENE   PAYL

- Use this P-1 to correct any overpayment or underpayment of the $125 health insurance opt-out. An adjustment may be needed if an employee received the incentive payment in error, or if a payment was missed due to an eligible employee transferring into or out of a non-contract or SPOC class.
- Non-contract and SPOC employees who are eligible for the Healthy Opportunities Wellness program, but choose not to be covered by any state-sponsored insurance plan, are eligible for the $125 monthly health insurance incentive referred to as "Opt-Out".
- Non-contract and SPOC employees covered by their spouse's state group policy are **NOT** eligible for the $125 monthly payment.
- Employees must be eligible for state shares for the month they are being paid the $125.
- In order to change the employee health code to or from X125X, this change will need to be done in IowaBenefits, which will in turn pass a P-1 type 294 Health/Dental Benefit Change to HRIS. If there is not enough time in the pay period for the P1 to pass from the IowaBenefits system, the change must be made in IowaBenefits and a manual P1 type 294 Health/Dental Benefit Change must be written in HRIS.

Non-contract
Corrections for a non-contract employee should be entered on page 1 in the "Inc No Subj Ret" field. The amount should be in multiples of $125 and can be a positive or negative amount.

SPOC – IPERS Covered
Corrections for a SPOC Contract employee covered under the Iowa Public Employees' Retirement System (IPERS) should be entered on page 1 in the "Inc No Subj Ret" field. The amount should be in multiples of $125 and can be a positive or negative amount.

SPOC – PORS Covered
Corrections for a SPOC Contract employee covered under the Peace Officer Retirement System (PORS) should be entered on page 2 in the "Bck Pay Subjpor" field. The amount should be in multiples of $125 and can be a positive or negative amount.