



**TOWN OF MADISON  
CONNECTICUT 06443-2563**

Rita C. Umile  
Manager of  
Human Resources,  
Office of the  
First Selectman

**FISCAL YEAR 10-11**

**PAYMENT IN LIEU OF BENEFITS POLICY  
FOR UPSEU  
COMMUNICATIONS**

An employee may elect **not to participate** in the Town of Madison’s health benefit program and receive quarterly payments equal to 50% of the current, single, Century Preferred coverage rate. The payment will be prorated depending on when the employee elects to waive the health benefit program.

An employee has only one opportunity per calendar year to change his or her health benefit status. For example, if an employee chooses to waive health benefits effective July 1<sup>st</sup>, he or she may only re-enter the program on the following July 1<sup>st</sup>, unless there is a change in status (e.g., marriage, divorce birth of child, etc).

Health benefits refer to medical coverage and all riders attached to the policy—dental, vision and prescription plans. This policy does not reflect any changes in the Town’s pension, life or long-term disability plans.

**HEALTH BENEFITS WAIVER**

I elect not to participate in the Town of Madison’s health benefit program.

I understand that my “in lieu of” benefit payment will be on a quarterly basis and will be pro-rated depending on when I waived health benefits. For FY2011, REIMBURSEMENT IS **\$3,789.60** /ANNUALLY; AND, PAID IN QUARTERLY INSTALLMENTS TO THE EMPLOYEE. PRO-RATED FOR MID-YEAR HIRES.

I also understand that I may only choose to re-enter the health benefit program during the normal open enrollment period, unless I have had a change in status.

I fully understand the above agreement:

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EMPLOYEE NAME (please print)

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EMPLOYEE SIGNATURE

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DATE