

Health Care Savings Plan Provisions

MnSCU Specific Provisions

- IFO member and MnSCU Administrators may be eligible for an employer contribution to the Health Care Savings Plan under the terms of respectively the [December 2009 LOU with the IFO or the MnSCU Administrator's Plan](#), if the employee is not eligible for an employer contribution to the Health Reimbursement Arrangement Account (HRA) as determined by the HRA Plan Document. These payments are made on January 1st and are \$600 for eligible MnSCU Administrators and \$800 for eligible IFO members in FY2010 and FY2011. Effective 5/12/2010, use earn code HCA for these payments.
- Recipients of a Board Early Separation Incentive (BESI) may have a portion of the BESI payment allocated to the HCSP based on the formula contained in Board Policy 4.11; use assignment type 4033 and earn code EOI. The legislation authorizing the BESI will sunset on June 30, 2014.
- MSCF employees retiring with the Enhanced Sick Leave Liquidation Pay for former UTCE Bargaining Unit members must have the first 50% of the total severance pay directed to the HCSP immediately upon their retirement. The remaining 50% of the severance payment is paid in two (2) equal installments to the employee: the first upon separation and the second one year later.

General Provisions

For HCSP contribution provisions in each contractual bargaining agreement or salary plan, see the detailed [HCSP reference document](#) available on the SEMA4 home page. In order to receive the \$250 HCSP contribution at the time of retirement or receipt of a disability annuity, an employee must meet all eligibility requirements in their contractual bargaining agreement or salary plan and must have been receiving an employer contribution for participation in the state group insurance program.

Information on the features of the Health Care Savings Plan, eligible expenses, reimbursement requests, FAQ's and more is available on the MSRS website as [HCSP information](#).