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BADGER BENEFITS BRIEF



WISCONSIN



LAW PROHIBITS EMPLOYERS FROM OFFERING INCENTIVES

(financial or otherwise)

TO TRICARE ELIGIBLE EMPLOYEES

Title 10, United States Code Section 1097c as currently written only pertains to people covered by TRICARE under Section 1086 (*in general, the retiree population and their families*). Basically, **Section 1096c prohibits employers from offering incentives (financial or otherwise) to TRICARE eligible employees (under sec 1086) to opt out or disenroll from the employers group health care plan.** Small businesses (less than 20 employees) are exempt. Cafeteria style plans that allow all employees (and that do not target TRICARE eligibles in particular) to select a plan or cash payment that comport with the IRS rules are also alright. If your employer is complying with the IRS laws and offers all employees a cafeteria style health plan that permits everyone to opt out then the employer will not run afoul of 1097c. ***If your employer particularly targets TRICARE eligibles and only permits them to opt out of the group health care plan and offers a cash incentive for them to do so then the employer would be violating 1097c.***

Troops to Teachers (TTT)



Troops to Teachers (TTT) is a joint program of the U.S. Departments of Defense and Education that assists departing active duty military personnel, veterans and certain members/retirees who are associated with the reserve components, to transition to new careers as public school teachers.

The program provides information, referral and financial assistance to eligible individuals who are interested in gaining certification and employment as teachers. These services are provided through a network of state offices across the country and a national office in Pensacola, Florida.

Federal legislation provides TTT enrollees pursuing requirements for teaching certification, who agree to teach in high need school districts, a stipend of up to \$5,000 to offset the cost of teacher training programs. Those willing to teach in schools with a high percentage of students from low income families may receive a \$10,000 bonus. Candidates eligible for the training stipend and bonus may not receive more than a combined total of \$10,000 under the TTT program. In Wisconsin the TTT Office is located within the Wisconsin Department of Veterans Affairs (WDVA) in Madison.

Wisconsin Troops To Teachers, Wisconsin Department of Veterans Affairs, Contact Steve Campbell

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