

# Patient Protection Affordable Care Act (ACA)

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# Agenda

- ▶ **Employer Requirements**
  - What has been delayed
- **Provision Currently in Place**
- **2014 Provisions**
- **Small Employer Options**

# Agenda

- ▶ **Individual Mandate**
  - Essential Health Benefits
  - Individual Penalties for Non-Compliance
  - Individual Exchanges
    - Benefits
    - Metal Levels

# What is Happening with the Affordable Care Act?



# What's Been Delayed?

## The Pay or Play Provision has been delayed to 2015

The Requirement that Employers offer:

- ▶ Offer minimum essential coverage to full-time employees
- ▶ Federal SHOP Exchange delayed
- ▶ Coverage be affordable
  - Costing the employee no more than 9.5 percent of their family income for single premium

# Provisions are currently in place

- ▶ Children can be covered on their parents plan up to age 26
- ▶ Pre-Existing Limitations have been eliminated for children
- ▶ Preventative Services are covered not subject to copayment or cost sharing
- ▶ The elimination of lifetime annual limits

# Insurance market reforms scheduled to go into effect in 2014

- ▶ Pre-existing condition limitations must be removed
- ▶ Non-Discrimination Based on Health status
- ▶ All plans must cover dependent children to age 26 even if the child has access to his/her own employer-provided coverage.

# Essential Health Benefits

- ▶ Every individual will be required to obtain Health Coverage that includes Essential Health Benefits.

- Ambulatory services
- Emergency Services
- Hospitalization
- Maternity
- Newborn Care
- Laboratory Services

- Prescription Drugs
- Preventive and Wellness
- Pediatric Dental & Vision
- Mental Health
- Substance Abuse



# 2014 Coverage Levels Individual & Small Group Plans

- ▶ **4 Metal Levels of Coverage Standardized Plans**
  - Platinum – 90%
  - Gold – 80%
  - Silver – 70%
  - Bronze – 60%
- **Catastrophic Coverage**
  - Under Age 30 with limited income

# New Insurer Options

- ▶ NY Fidelis
- ▶ Health Republic
- ▶ North Shore LIJ
- ▶ NY Metro Plus (NYC)
- ▶ Oscar

# Small Group Changes

## Plans Available on and off Exchange

- ▶ All Health Plans will convert to Metal Levels upon renewal or initial enrollment in 2014
- ▶ Standard Plans include First Dollar Deductible in all Metal Levels except Platinum
- ▶ Non-Standard Plans are available

# SHOP Exchange Advantage

- ▶ **Tax Credits only in the Exchange 2014**
- ▶ **Employee may Choose Plan**
- ▶ **No Participation Requirements**
- ▶ **No Contributions**
- ▶ **Year round enrollment like current small group market**

Disadvantage is the Enrollment Processing continues to be difficult

# Individual Mandate

## ▶ 2014

- \$95 per adult annually
- \$47.50 per child
- \$285 per family or
- 1% of family income, whichever is higher



## ▶ 2015

- \$325 per adult annually
- \$162.50 per child
- \$975 per family or
- 2% of family income, whichever is higher

# Individual Health Exchange

- ▶ Exchange Plans will be available January 2014
- ▶ Enrollment in the Individual Exchange could result in loss of Employer Contribution to health plan
- ▶ Enrollment begins October 1, 2013 for effective date of January 1, 2013
- ▶ Open Enrollment Closes February 15, 2014 for a March 1, 2014 effective date, unless there is a qualifying event

# Premium Tax Credit



- ▶ **Individuals**
  - Not offered group coverage
  - Meeting Income Criteria may qualify for tax credits

# Advanced Premium Tax Credit

NYC & Long Island Premium Subsidies Estimate \*

Monthly Premium will be reduced by amount listed below based on income and family size.

Family Size	% of Poverty guideline 2013 ==>	133%	150%	200%	300%	400%
	% of income for Premium ==>	3.00%	4.00%	6.30%	8.20%	9.50%
1	Annually Family Income	\$15,282	\$17,235	\$22,980	\$34,470	\$45,960
	Monthly Subsidy Amount	\$348.49	\$329.24	\$266.04	\$151.14	\$22.84
2	Annually Family Income	\$20,628	\$23,265	\$31,020	\$46,530	\$62,040
	Monthly Subsidy Amount	\$721.81	\$695.83	\$610.52	\$455.42	\$282.23
3	Annually Family Income	\$25,975	\$29,295	\$39,060	\$58,590	\$78,120
	Monthly Subsidy Amount	\$1,037.13	\$1,004.42	\$897.00	\$701.70	\$483.62
4	Annually Family Income	\$31,322	\$35,325	\$47,100	\$70,650	\$94,200
	Monthly Subsidy Amount	\$1,023.77	\$984.32	\$854.79	\$619.29	\$356.32
5	Annually Family Income	\$36,668	\$41,355	\$55,140	\$82,710	\$110,280
	Monthly Subsidy Amount	\$1,010.40	\$964.22	\$812.58	\$536.88	\$229.02
6	Annually Family Income	\$42,015	\$47,385	\$63,180	\$94,770	\$126,360
	Monthly Subsidy Amount	\$997.03	\$944.12	\$770.37	\$454.47	\$101.72



- ▶ **Bottom line is that Affordable Care Act is moving forward.**
- ▶ **It is continually changing**
- ▶ **Its goal is to help people who do not have coverage to obtain affordable coverage**
- ▶ **New Plans and Carriers are available both for Small Businesses and Individuals**
  - **These plans are available through the Exchange or Direct with the Insurer**



**We can help you find the right coverage option  
for your business and  
your employees and your family**

**THANK YOU**

**Questions?**