Patient Protection Affordable Care Act (ACA)

Kathy Brennan

Member Health Exchange Advisory Board

nystateofhealth
The Official Health Plan Marketplace
Employer Requirements
  • What has been delayed
  • Provision Currently in Place
  • 2014 Provisions
  • Small Employer Options
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.
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
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
NYC & Long Island Premium Subsidies Estimate *
Monthly Premium will be reduced by amount listed below based on income and family size.

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