



San Diego Employer Advisory Council

ACA & Market Update

Presented by Deric Fernandez





Today's Agenda

- ❑ ***Legislative Update***
- ❑ ***1094/1095 Reporting***
- ❑ ***Changes to the Market***
- ❑ ***Market Trends***
- ❑ ***Compliance***
- ❑ ***Technology***





Legislative Update

❑ ***Cadillac Tax Delayed until 2020***

- *40% excise tax on premiums that exceed \$10,200 for single coverage & \$27,500 for family coverage.*
- *Fully Insured groups insurance carrier pays; self-funded groups employer pays.*

❑ ***ACA now defines group size by Equivalents not Eligibles.***

- *Take your total part-time hours per month and divide by 120, then add that number to your full time employee count to get your total full time equivalents.*





1094/1095 Reporting

	Fully Insured < 50 FTEs	Fully Insured 50+ FTEs	Self-Funded < 50 FTEs	Self-Funded 50+ FTEs	Marketplace Coverage
Forms to employee	1095-B	1095-B / 1095-C (Parts I and II only)	1095-B	1095-C (all Parts)	1095-A
Filed by	Insurer	Insurer / Employer	Plan Sponsor (generally the employer)	Plan Sponsor (generally the employer)	Marketplace
Forms to IRS	1094-B	1094-B (with copies of all 1095-Bs) / 1094-C (with copies of all 1095-Cs)	1094-B (with copies of all 1095-Bs)	1094-C (with copies of all 1095-Cs)	1094-A
Filed by	Insurer	Insurer / Employer	Plan Sponsor	Plan Sponsor	Marketplace

- ❑ *1095 deadline to employees – March 31, 2016*
- ❑ *Forms to the IRS, the deadline is now May 31, 2016 and June 30, 2016 if filed electronically.*





Changes to the Market

- ❑ ***Small Group Definition in CA***
 - *1-100 Employees*
 - *Upon Your Renewal in 2016*
 - *New Rating Methodology & New Plan designs.*

- ❑ ***Rating Change***
 - *From composite rates to Age-Based Rates*
 - *Every Age Gets a Rate!*

- ❑ ***Don't worry, there are strategies to help simplify this!***





Market Trends

- ❑ ***Beware of your Health Net PPO renewals!***
- ❑ ***Public vs. Private Exchange***
 - ***Covered CA vs. Cal Choice***
- ❑ ***Cost Containment Contribution strategies (buy down, buy up, scale back)***
- ❑ ***Technology***





Compliance

- ❑ ***Make sure you are taking care of these Key ACA, DOL, ERISA, HHS Compliance measures***
 - ❑ ***Summary of Benefits And Coverage (SBC)***
 - ❑ ***Summary Plan Description (Signed and adopted)***
 - ❑ ***Grandfathered Plan Notice***
 - ❑ ***Marketplace and Exchange Notices***
 - ❑ ***Required Legal Notices***
 - ❑ ***Accountability Act of 1996 (HIPAA)***





Compliance (and the list goes on and on...)

- Consolidation Omnibus Budget Reconciliation Act of 1985 (COBRA)***
- Family Medical Leave Act (FMLA)***
- Women's Health and Cancer Right Act Enrollment Notice***
- Medicaid and the Children's Health etc (CHIP)***
- Section 125 Employee "Opt In" form for pre-taxing premiums***
- Medicare Part D Filing annually***





Technology

- ❑ ***Workforce is getting younger***
- ❑ ***UBER and Online apps Rule!***
- ❑ ***Online Enrollment***
- ❑ ***Online Onboarding***
- ❑ ***Online PTO Tracking***
- ❑ ***Technology is now Available!***





For Further Questions or Assistance...

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