

New Health Insurance Marketplace Coverage Options

General Information

When key parts of the health care law take effect in 2014, there will be a new way for you to buy health insurance: the Health Insurance Marketplace. To assist you as you look at options for you and your family, this notice provides some basic information about the new Marketplace and the employment based coverage offered to you.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find private health insurance that meets your needs and fits your budget. The Marketplace offers “one-stop shopping” to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for private health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you are eligible for depends on your household income.

Does the Health Insurance We Offer to You Affect Your Eligibility for Premium Savings Through the Marketplace?

Yes. If we have offered you health coverage that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in our health plan. However, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of self-only coverage under our health plan is more than 9.5% of your household income for the year, or if our health plan does not meet the “minimum value”¹ standard set by the Affordable Care Act, you may be eligible for a tax credit.

Note: If you purchase a health plan through the Marketplace instead of accepting our health plan coverage, then you may lose our contribution (if any) to your coverage under our health plan. Also, our contribution—as well as your employee contribution—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after— tax basis.

How Can I Get More Information About the Marketplace?

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the marketplace and its cost. You can visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ An employer-sponsored health plan meets the “minimum value standard” if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.

Information About the Health Coverage Offered by Your Employer

If you complete an application for coverage through the Marketplace, you will be asked for information about our health plan. The information below will help you complete an application for coverage in the Marketplace.

Employer Name:
Employer Identification Number (EIN):
Employer Address:
Employer Phone Number:
Who can we contact about employee health coverage at this job? Phone Number (if different from above):
E-mail address:

- You may also be asked whether or not you are currently eligible for our health plan or whether you will become eligible within the next three months. In addition, if you are or will become eligible, you may be required to list the names of your dependents that are eligible for coverage under our health plan.

If you would like information about the eligibility requirements for our health plan, please read the eligibility provisions described in the Summary Plan Description for our health plan. You can obtain a copy of the Summary Plan Description by contacting your Employer at the phone and/or email listed above.

- If you are eligible for coverage under our health plan, you may be required to check a box indicating whether or not our health plan meets the minimum value standard. Our health plan coverage meets the minimum value standard.
- If you are eligible for coverage under our health plan, you may be asked to provide the amount of premiums you must pay for self-only coverage under the lowest-cost health plan that meets the minimum value standard. If you had the opportunity to receive a premium discount for any tobacco cessation program, you must enter the premium you would pay if you received the maximum discount possible for a tobacco cessation program.

If you would like information about the premiums for self-only coverage under our lowest-cost health plan, please contact your Employer at the phone and/or email listed above.

- You may also be asked whether or not we will be making certain changes to our health plan coverage for the new plan year. As usual, we will notify you about changes to our health plan coverage after we approve any such changes and inform employees about those changes at the appropriate time. If you are not sure how to answer this question on your Marketplace application, please contact the Marketplace.



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Update on Health Care Reform Implementation (September 2013)

When it comes to the topic of health care, nearly every organization in the nation is working hard to understand the laws and make the right decisions in regards to reform. Here at **Dane County** we want you to be informed about the implementation of the Affordable Care Act.

This month the topic of Health Insurance Exchanges are in the news. The exchanges, also known as “The Marketplace”, are an alternative way for individuals to purchase health insurance. Here are a few items of note for everyone to keep in mind about the Marketplace:

- **Health Insurance Marketplace Notification:** Attached you will find a notice about the health insurance Marketplace which will be available in our state. This notice includes the following about insurance coverage available in the Marketplace: services provided by the exchange, contact information and employee eligibility for the plan. We will also provide a copy of that notice to all new hires as a part of their orientation process. www.healthcare.gov
- **Exchange Eligibility:** The Marketplace offers coverage from insurance carriers who choose to participate and will advertise their rates. Here at **Dane County**, we offer affordable and valuable coverage, which is a major factor in your overall cost if you turn down our insurance offer.
- **Individual Mandate:** The law also mandates that individuals obtain health insurance coverage or be penalized with a fine. The mandate begins January 1, 2014 and individuals who lack coverage that year will be penalized when they file their 2014 federal tax return.
- Employees (ie. Limited Term) who are not currently eligible for County Health Insurance will need to go to the Marketplace for coverage options.
- In addition to this primary requirement, the County will continue to provide dental, vision, disability, long term care, life insurance and retirement.

We’re working hard to make sure we are prepared for the 2015 implementation of the Affordable Care Act. We’ll do our best to keep you informed as we prepare for this legislation to go into effect.