



# ACA Update

**Presented By**  
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# Agenda

## **AS A RESULT OF THIS SESSION PARTICIPANTS WILL UNDERSTAND:**

- The status of Congress' ACA repeal and replace effort and what it means to their business and employees;
- The status of the 2015 employer mandate penalty assessments and the areas of focus

# Graham/ Cassidy Proposal

## 1 WHAT WOULD BE ELIMINATED:

- Individual Mandate
- Employer Mandate
- Cost-sharing subsidies
- Premium credits

## 2 WHAT WOULD BE MAINTAINED?

- Coverage for child under age 26
- HSA but higher limits

## 3 WHAT WOULD BE CHANGED?

- Medicaid Expansion
- Pre-existing conditions
- Essential Health Benefits
- Community rating

## 4 WHAT WOULD BE NEW?

Temporary reimbursement fund for insurers

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## 2015 PENALTY ASSESSMENTS

### **STEP 1:**

- Correspondence from IRS
- Employees who received a premium credit
- Confirm or refute
- Provide supporting documentation
- At a minimum RESPOND timely

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## 2015 PENALTY ASSESSMENTS

### **STEP 2:**

- Penalty assessment by IRS
- How are penalties assessed?
- What are the penalty drivers?
- Can you refute the penalty assessment?
- IRS Demand of payment

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## WHAT TO DO NOW?

### **2017 REPORTING**

- Due to employees by January, 31<sup>st</sup>
- Have you determined full-time employees correctly?
- Are you offering coverage to 95% of full-time employees?
- Have you calculated “Affordability” correctly?
- Any change to members of a controlled group?

### **PLANNING FOR 2018**

Do you have many employee’s going to the Exchange to get coverage?



# Contact Us



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