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From: Stephanie Askeland
Sent: Thursday, September 26, 2013 4:09 PM
To: All Users
Subject: Health Reform Individual Mandate
Attachments: Health Reform Individual Mandate.docx

A provision of the Affordable Care Act (ACA) requires employers to notify their employees, by October 1, 2013, about the existence of the newly created health benefit exchanges (aka – Marketplace).

As of January 2014, most individuals will be required to have health insurance. If individuals do not have the health coverage, there will be a financial penalty for not complying with the law.

However, because the Town of Glastonbury has a 7/1 renewal date, insurance eligible Town employees will not be penalized for not having coverage until after 7/1/2014. This does not require you to elect a plan offered by the Town – it just means you are required to have Minimum Essential Coverage at that time.

The plans offered by the Town of Glastonbury meet the mandated Minimum Essential Coverage requirements; therefore you will not incur a penalty if you are enrolled in one of the medical plans offered by the Town.

Please see the attached for a detailed list of questions and answers.

Thank you

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Health Reform: Individual Mandate

Summary

January 1, 2014, the health reform law's individual mandate takes effect.

What does the individual mandate mean to you?

This part of the law requires most individuals to have health insurance. If you do not have health insurance, you will pay a penalty. If you have a family, your family members must also have health insurance.

What health insurance plans meet the requirements for the individual mandate?

- Most employer group health plans, including Town of Glastonbury's plans
- An individual health insurance policy obtained through a public health insurance marketplace/exchange or elsewhere
- A government plan such as Medicare, Medicaid, Children's Health Insurance Program (CHIP), TRICARE, or veterans coverage
- Student health coverage
- Medicare Advantage plan
- State high-risk pool coverage
- Coverage for non-U.S. citizens provided by another country
- Refugee medical assistance provided by Administration for Children and Families
- Coverage for AmeriCorps volunteers

Does Town of Glastonbury's group health plans meet the requirement?

Yes, coverage under our group health plan meets the individual mandate requirement; therefore you have no penalty if you enroll under our plan.

What is the penalty for not complying with the law?

If you do not enroll in and maintain insurance for yourself and your dependents you may be required to pay an annual penalty (prorated for the number of months of the year during which you don't have coverage).

Penalty					
YEAR	ADULT	CHILD*	FAMILY*	OR	MAXIMUM PENALTY*
2014	\$95 per adult	\$47.50 per child	\$285		1 percent of family income
2015	\$325 per adult	\$162.50 per child	\$975		2 percent of family income
2016	\$695 per adult	\$347.50 per child	\$2,085		2.5 percent of family income

*Penalty is the greater of the dollar amount or percentage of income.

You may be exempt from a penalty if any of the following apply:

- You cannot afford coverage (would have to pay more than eight percent of annual household income to purchase health insurance after taking into account any employer contributions and subsidies).
- Your income is below the tax-filing threshold.
- You qualify for a hardship exemption.
- You experience a gap in coverage of less than three consecutive months in one calendar year.
- You are a member of religious group that objects to coverage on religious principles.
- You are a member of non-profit religious organization that shares medical costs.
- You are in prison.
- You are a non-U.S. citizen.
- You are a Native American tribe member.

If you think you qualify for an exemption, please visit www.healthcare.gov for more information.