

THE JEFFERSON HEALTH PLAN UPDATE

Volume 1 / Issue 1

WELCOME!

As another way to reach out to current Jefferson Health Plan groups and communicate on issues that directly impact our members, we would like to introduce the Jefferson Health Plan Newsletter.

We will be using this newsletter, along with the Jefferson Health Plan website to keep you informed and up-to-date in the ever changing world of healthcare.



OCTOBER 23RD MEMBERSHIP MEETING

Thanks to all who attended the recent Jefferson Health Plan Membership Meeting in Columbus. Although we were not able to provide a full update on the Affordable Care Act (ACA) at that time, there are a few compliance items on the horizon that your group should be preparing for. We look forward to providing you with more details on ACA as they become available.

2013

W-2 Forms

Similar to last year, employers who issued 250 or more W-2 Forms for 2013 are required to report the cost of coverage under their employer sponsored group health plan in Box 12 of Form W-2. This reportable amount includes both the employee and employer cost.

A secure file containing total cost of coverage by employee will be sent in mid-December to all member organizations.

2014

Temporary Reinsurance Program

This fee, similar to the PCORI fee, will be based on the number of covered lives and is estimated to be \$63 per covered life for 2014. HHS will send an invoice to the contributing entity for payment in December 2014. This fee will be paid out of the member organization's reserve account

PCORI Form 720 Filing

Below is the schedule, based on Plan Year, of when PCORI fees are due. Most JHP Plans will be required to file July 31, 2014. The consortium will again be coordinating completion of Form 720 with the auditors Gilmore Jaison, Mahler, LTD.

Contact Us

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Plan Year	Fee per average covered life	When fee must be paid
Nov. 1, 2011-Oct. 31, 2012	\$1	July 31, 2013
Dec. 1, 2011-Nov. 30, 2012	\$1	July 31, 2013
Jan. 1, 2012-Dec. 31, 2012	\$1	July 31, 2013
Feb. 1, 2012-Jan. 31, 2013	\$1	July 31, 2014
Mar. 1, 2012-Feb. 28, 2013	\$1	July 31, 2014
Apr. 1, 2012-Mar. 31, 2013	\$1	July 31, 2014
May 1, 2012-Apr. 30, 2013	\$1	July 31, 2014
Jun. 1, 2012-May 31, 2013	\$1	July 31, 2014
Jul. 1, 2012-Jun. 30, 2013	\$1	July 31, 2014
Aug. 1, 2012-Jul. 31, 2013	\$1	July 31, 2014
Sept. 1, 2012-Aug. 31, 2012	\$1	July 31, 2014
Oct. 1, 2012-Sept. 30, 2013	\$1	July 31, 2014
Nov. 1, 2012- Oct. 31, 2013	\$2	July 31, 2014
Dec. 1, 2012-Nov. 30, 2013	\$2	July 31, 2014
Jan. 1, 2013-Dec. 31, 2013	\$2	July 31, 2014

The forms will be sent out for your review and signature prior to the July 31, 2014 filing deadline.

2015 AND BEYOND

“Cadillac” Plan Tax

High cost “Cadillac” plans are defined as those costing more than \$850 per month for individual coverage or \$2,292 per month for family coverage. Beginning in 2018, employers would be taxed 40% on the amount of premiums above these thresholds. The effect of inflation on current premiums could cause many plan sponsors to pay the 40% excise tax. Now is the time to review your plans and make changes to avoid this tax!

Employer Reporting under IRC §6055 and §6056

Beginning in January 2016 (for the 2015 calendar year), Internal Revenue Code 6055 will require self-insured employers that provide minimum essential coverage to employees to report those individual enrolled in coverage to the IRS on an annual basis.

Similarly, IRC 6056 requires that large employers report their full-time employees and the number of months that coverage was available to those full-time employees to the IRS on an annual basis.

The information acquired from these two filings will be used by the IRS for the Individual Mandate, who is eligible for premium tax credit on the exchange and to determine any employer penalties under 4980H.

Remember to document and track all employee hours!

CONTINUING UPDATES

As more information on these and other topics become available we will be sure to provide updates to you. Should you have any questions, please do not hesitate to contact us.