



Health Care Reform Information For Employers

Are all employers equally affected by the new health care reform laws? Determine the size of your group.

- ◆ To determine whether an employer is affected, the first step the employer needs to take is to calculate the number of full time **equivalent** employees. This is a new calculation that takes into account full time, part time and seasonal employees. For an example of this calculation, visit the Wyoming Department of Insurance website <http://doi.wyo.gov/>.

What is the employer's responsibility under the law? Shared Responsibility (Penalty) and Tax Credits

- ◆ **Small Group** (1 to 49 Full Time Equivalent Employees.) There is no penalty for small employers who do not offer health insurance to their employees. There may be tax credits available to employers with 25 or fewer employees who offer health insurance to their employees.
- ◆ **Large Group** (50+ Full Time Equivalent Employees. This does not apply to self-insured groups.) Must provide minimum essential (insurance pays for at least 60% of covered costs) and affordable health insurance (cost to employee cannot exceed 9.5% of household income) or pay a penalty.
 - ◇ Penalties for large groups not providing insurance is \$2,000 per full time employee in excess of the first 30 employees.
 - ◇ Penalty for not providing affordable coverage is \$3,000 for each full time employee who receives a federal subsidy through the exchange with a maximum of 2,000 times the total number of full time employees in excess of the first 30 employees.
- ◆ **Self-Insured Employer Groups.** Self-insured groups are **NOT** subject to many of the market reforms in the Affordable Care Act. However, there are requirements of the Affordable Care Act that will apply. Self-insured employer groups should contact their third party administrators or other advisors for additional information.

What is the Small Business Health Options Program (SHOP)?

- ◆ SHOP is a federal marketplace where employers with 50 or fewer employees may choose insurance coverage and contribution levels. In 2014, employers will select one insurance plan to offer employees. Beginning in 2015, employees will be able to choose among plans offered on the SHOP marketplace.
- ◆ Employers with fewer than 25 employees seeking a tax credit will need to access insurance options through the SHOP marketplace.

When may an employer obtain health insurance for employees? Small Group Enrollment Periods

- ◆ Initial enrollment for small employers begins October 1, 2013, for coverage beginning January 1, 2014.
- ◆ Thereafter, enrollment is a rolling date throughout the year based on the employer's plan.

Information can be found at:

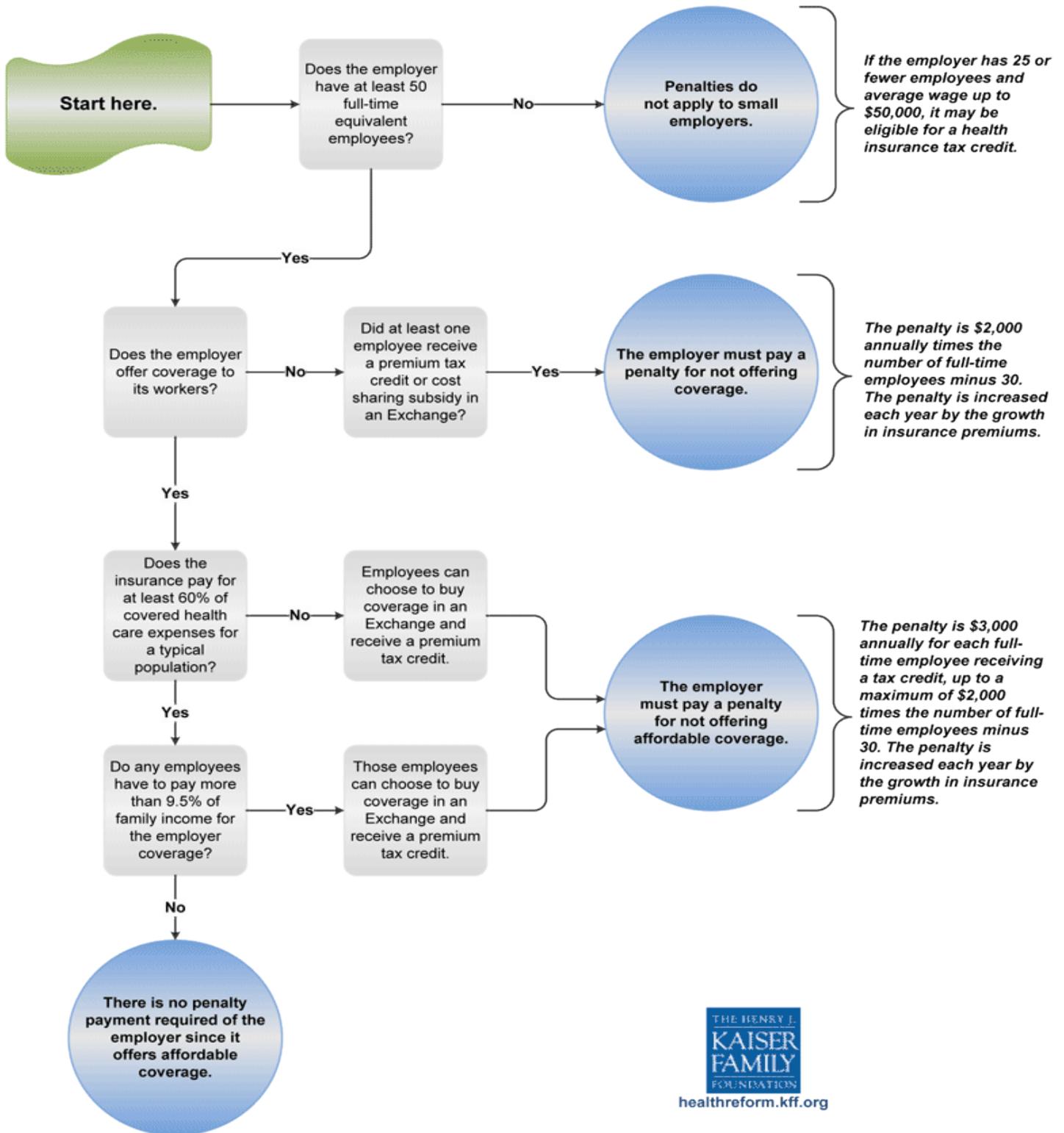
- ◆ Wyoming Insurance Department: <http://doi.wyo.gov/> or toll free at 1-(800)-438-5768
- ◆ Information on the Federal Healthcare Reform: www.healthcare.gov
- ◆ Internal Revenue Service—Information on the Penalty: <http://www.irs.gov/uac/Newsroom/Questions-and-Answers-on-Employer-Shared-Responsibility-Provisions-Under-the-Affordable-Care-Act>
- ◆ The Henry J. Kaiser Family Foundation—General Information on Health Insurance and Health Care Reform: <http://healthreform.kff.org/>

The DOI does not endorse or maintain any external links referenced above.

Contact the Wyoming Department of Insurance for more information.

Email: wyoinsdep@wyo.gov Phone 800-438-5768

Penalties for Employers Not Offering Affordable Coverage Under the Affordable Care Act Beginning in 2014



The ACA is a federal law that impacts Wyoming and its citizens. The State of Wyoming has filed a lawsuit against the federal government in opposition of the law and currently maintains that position. This information is solely for informational purposes and to let Wyoming citizens know how they will be impacted by federal law. The information provided in this handout is for your reference and is not intended to be a full description of the responsibilities and benefits of the Affordable Care Act and Wyoming Law. You may need to contact your accountant