

# Highlights

*The Trustees of the ICSVEBA understand the importance of keeping members informed of plan updates and changes and are excited to provide you with this month's Highlights newsletter to keep you informed of essential plan information. Please see the updates and "highlights" below and contact your Human Resources Department with any questions!*

- **Change of ICSVEBA Board Members:** Ms. Dana Cato, a long standing member of the ICSVEBA Board, announced in May that she will be retiring from her district and, consequently, will be stepping down from her position with the Board. Ms. Cato will be replaced by Ms. Macie Kerns. The Board thanks Ms. Cato for her numerous years of valuable service and wishes her nothing but the best in retirement!

- **Healthcare Reform and the State of the Medical Insurance Marketplace:** On March 23<sup>rd</sup>, 2010, President Obama signed the Affordable Care Act into being. Since then, the medical insurance world has been changing at a rapid pace. Please see below for some high-level notes about what this sweeping legislation may mean to you:
  - **Implications for Insurance Carriers:** Healthcare Reform requires plans to offer more liberal coverage to individuals and companies and eliminates their ability to decline coverage to anyone on the basis of their medical conditions (either past or present). Unfortunately, because of this extension of coverage, costs are projected to increase at an even faster pace than they were increasing historically.
  - **Implications for Individuals\*:** As of January 1<sup>st</sup>, 2014, all individuals are now required to be covered by a Major Medical insurance plan that meets certain minimum requirements (including coverage for certain Essential Health Benefits and a minimum Actuarial Value of 60%). Failure to comply with this requirement for at least 9 of the 12 calendar months in 2014 will result in a penalty of \$95 or 1.0% (the greater of) of your W2 Box 1 income. This penalty will increase to \$325 or 2.0% for failure to comply in 2015 and \$695 or 2.5% for failure to comply in 2016.
  - **Implications for Employers:** Due to the projected acceleration of cost increases, many employers are adjusting their plans dramatically. It's quite common for employers to adjust eligibility language (making fewer employees eligible for insurance coverage); increase copays, deductibles, coinsurance, etc. to offset cost increases; and review their cost-sharing arrangements with their employees.

\*Some individuals may not be subject to PPACA mandates due to citizenship status, religious conviction, or employment in certain government positions.

Website...

[www.icsveba.org](http://www.icsveba.org)

[www.deltahealthsystems.com](http://www.deltahealthsystems.com)

[www.express-scripts.com](http://www.express-scripts.com)

Access this site for...

An array of information about your Health & Welfare Plans

Up-to-date Medical claims information

Ordering and tracking your maintenance medications