



# **Benefits Compliance Update**

***10/31/17 Client Webinar***

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## **This Session**

- Update on October ACA developments
- Refresher on end-of-year items & deadlines
- Several hot topics
- *Short Q&A session*

# Webinars

- Last month: Refresher training on plan documents & taxation of benefits
  - *Other 2017 sessions*: Compliance tips for open enrollment, new small employer HRAs, COBRA refresher, \*\**compliance training short course for advisors*
- Slides & YouTube recordings available for all 2017 sessions
- *Ask your Sales Rep about seminar & training options for your team or clients*

# Washington Update

- **10/12 Presidential Executive Order**
  - Not by itself new law
  - Directs federal agencies to issue guidance:
    - Within 60 days to allow associational health plans, specifically the option for companies across state lines to join for health coverage;
    - Within 60 days regarding expansion of short-term, limited-duration health insurance policies;
    - Within 120 days to expand the use of HRAs (potentially to allow individual premiums much like new QSEHRA option).

# Washington Update

- **CMS memo re: ACA cost-sharing reductions**
  - Issued after the Executive Order & communicates to insurers & states that federal government will not reimburse CSR payments including in Marketplace coverage
  - Much discussion & debate about restoring payments for 2018-19, but no formal action yet
  - To confirm, basic premium subsidies are not directly affected

# Washington Update

- **IRS confirms that individual mandate still alive & will be enforced for 2017**
  - Conflicting perception in market after the minor concession for 2016 returns
  - Confirmation from IRS posted on website & included in several information letters
  - No changes expected for 2018, either

# Refresher: End of Year Deadlines

- 10/15/17: Deadline to provide Medicare Part D creditable coverage notices
- No specific 12/31/17 deadlines other than any open enrollment responsibilities
- ACA reporting for Applicable Large Employers due beginning 1/31/18 (for calendar year 2017)
- Check for any upcoming Form 5500 deadlines
  - *Due date: 7 months after end of plan year for ERISA benefits with 100+ employee participants*
- Next PCOR fees not due until 7/31/18 for plans ending in 2017 calendar year

# PCOR Fees

- Responsibility of employer for any self-funded plan or HRA
  - *Including level-funded plan if not handled by carrier*
- Due date: 7/31 of year following end of plan year
  - *Plans ending in calendar year 2017 due 7/31/18*
  - *Amount: \$2.26 per participant per year for plans ending 1/1/17 – 9/30/17; \$2.39 for plans ending 10/1/17 – 12/31/17*
- PCOR fee expires after 10/1/19. Any plan year ending 10/1/19 or later will not have to pay.



# 2018 IRS Plan Limits

## Health FSA

Maximum employee contribution: \$2,650

## QSEHRA

Maximum reimbursement – Individual: \$5,050; Family: \$10,250

## HSAs

Maximum contribution limit – Individual: \$3,450; Family: \$6,900

Minimum HDHP deductible – Individual: \$1,350; Family: \$2,700

Out-of-pocket HDHP max – Individual: \$6,650; Family: \$13,300

## Transportation Plans (*parking, transit, vanpooling*)

Maximum monthly reimbursement: \$260

# 2018 ACA Amounts

## Play-or-Pay

- ALE determination: **50** or more FT + FTE in prior calendar year
- Affordability of employer coverage: **9.56%** of adjusted gross income
- Part A penalty for not offering health coverage to at least 95% of FT employees: **\$2,320 (\$193.33 per month)**
- Part B penalty for not offering minimum value or affordable coverage: **\$3,480 (\$290 per month)**

## Plan Design

- Maximum out-of-pocket – Individual: **\$7,350**; Family: **\$14,700**

## Hot Topics

- **Open enrollment for Health Insurance Marketplace opens tomorrow (11/1 – 12/15)**
  - No change to subsidy eligibility analysis
  - Family rule for affordable employer coverage still applies (*see IRS FAQ*)
- **Don't forget open enrollment rights for COBRA participants**
- **Tax issues regarding benefits** (training session available via YouTube)
- **Leaves of absence & new paid family leave laws in many states** (not SC or NC yet)

# Questions?

**You may submit now via Question box on  
control panel or by email to your Cason  
Group representative**

## Tools From The Cason Group

- Benefits Compliance Checklist(s) & other practical tools for use with your clients
  - *2018 documents available in November*
- Continuing webinars, updates, & blog posts
- Support & training options for your team
- Agency-branded workshop or training sessions on various topics (*live or webinar*)

***Ask your Sales Rep about these or additional options***

# Additional Resources

- **The Cason Group**
  - Compliance & ACA updates on website
  - Ongoing updates & info posted on LinkedIn site
  - Contact your Sales Rep for more details on any topic
  - Compliance checklists & brand-able reference content available for active producers
  - Compliance seminars/workshops available
- **Jason Cogdill**: Partner benefits attorney
  - **ProBenefits**: Plan administration & compliance firm
    - *FSA, POP, HRA, HSA, COBRA, ERISA services*
    - *Integrated COBRA/POP/FSA solution for Beacon Benefits Solution*