

AFFORDABLE CARE ACT AND EXCHANGE NOTICE

Dear County of San Mateo Employee,

Attached is a one-time notice that is being sent to you in accordance with the Patient Protection and Affordable Care Act (ACA) of 2010 (sometimes referred to as “Obamacare”). This notice, designed by the Federal Department of Labor, is intended to inform you about the following:

1. Effective January 1, 2014, every U.S. citizen and legal resident will be required to obtain qualifying health insurance coverage. This requirement is referred to as the “individual mandate”.
2. The health insurance coverage must meet certain minimum standards. The health plans offered by the County of San Mateo meet the standards required by the ACA’s individual mandate.
3. People who do not have insurance coverage should contact Covered California (www.coveredca.com or 800-300-1506) to get help signing up for coverage. Many uninsured people will get help paying for insurance through Covered California.

If you and your minor children have enrolled in one of the County’s health plans, you do not need to do anything else to comply with the individual mandate.

If you are eligible for but not enrolled in one of the County health plans, or your minor children are uninsured, ensure that you and your minor children have coverage by January 1, 2014. For example, you might enroll in one of the County’s health plans during the County’s annual Open Enrollment period.

If you are not eligible for health insurance through the County, you must ensure that you have insurance coverage by January 1, 2014, that meets the minimum standards to comply with the individual mandate and avoid federal tax penalties. Contact Covered California at www.coveredca.com or 800-300-1506 for more information. Note that the County does not contribute to the cost of a health plan purchased through Covered California.

If you have questions about the attached notice, contact Human Resources, Employee Benefits, at 650-363-1919 or benefits@smcgov.org.

New Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: GENERAL INFORMATION

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Market-place. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Market-place and employment-based health coverage offered by your employer.

What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one- stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that does not meet certain standards. The savings on your premium that you are eligible for depends on your household income.

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost- sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer- offered coverage. Also, this employer contribution - as well as your employee contribution to employer- offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after tax basis.

How Can I Get More Information?

For more information about your coverage offered by your employer, please check your summary plan description. The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

Part B: INFORMATION ABOUT EMPLOYER-PROVIDED HEALTH PLAN COVERAGE

If you decide to complete an application for coverage in the Marketplace, you will be asked for information about our health plan coverage. The information below can help you complete your application for coverage in the Marketplace.

1. General Employer Information.

Employer name:	County of San Mateo
Employer Identification Number (EIN):	94-6000532
Employer street address:	455 County Center
Employer phone number:	(650)363-1919
Employer city:	Redwood City
Employer state:	CA
Employer ZIP code:	94063
Who can we contact about employee health coverage at this job?:	Human Resources Department-Benefits Division
Phone number (if different from above):	
Email address:	benefits@smc.gov.org

2. Eligibility. You may be asked whether or not you are currently eligible for our health plan coverage or whether you will become eligible for coverage within the next three months. In addition, if you are or will become eligible, you may be required to list the names of your dependents that are eligible for coverage under our health plan.

If you would like information about the eligibility requirements for our health plan, please read the eligibility provisions described in the Employee Benefits Guide for our health plan. You can obtain a copy of the Employee Benefits Guide at <http://hr.smcgov.org/employee-benefits> or by contacting the **Benefits Division at (650)363-1919**.

3. Minimum Value. If you are eligible for coverage under our health plan, you may be required to check a box indicating whether or not our health plan meets the minimum value standard. Our health plan coverage meets the minimum value standard.

4. Premium Cost. If you are eligible for coverage under our health plan, you may be asked to provide the amount of premiums you must pay for self-only coverage under the lowest-cost health plan that meets the minimum value standard. If you had the opportunity to receive a premium discount for any tobacco cessation program, you must enter the premium you would pay if you received the maximum discount possible for a tobacco cessation program.

If you would like information about the premiums for self-only coverage under our lowest-cost health plan, please refer to the Employee Benefits Guide or contact the Benefits Division at (650)363-1919.

5. Future Changes. You may also be asked whether or not we will be making certain changes to our health plan coverage for the new plan year. As usual, you will be provided

with information about any changes to our health plan coverage before the next open enrollment period. If you are not sure how to answer this question on your Marketplace application, please contact the Marketplace.