

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 Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered to the employees of the City of Seguin.

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 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 that you may be 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.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by the City of Seguin, then you will lose the employer contribution to the employer-offered coverage. Also this employer contribution – as well as your employee contribution to employer-offered coverage is excluded from income for Federal income tax purposes. **Your payments for coverage through the Marketplace are made on an after-tax basis.**

How do I get more information?

For more information about your coverage offered by the City of Seguin, please check your summary plan description or contact Diana Johnston in Human Resources.

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 on-line application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ An employer-sponsored health plan meets the “minimum value standard” if the plan’s share of the total allowed benefit costs covered by the plan is no less than 60% of such cost.

PART B: Information About Health Coverage Offered by the City of Seguin

This section contains information about your health coverage offered by the City of Seguin. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer Name: City of Seguin
4. Employer Identification Number (EIN): 746002279
5. Employer Address: 205 N River Street
6. Employer Phone Number: (830) 379-3212
7. City: Seguin
8. State: Texas
9. Zip Code: 78155
10. Who can we contact about employee health coverage at this job? Diana Johnston
11. Phone number (if different from above): (830) 386-2570
12. Email address: djohnston@seguintexas.gov

Here is some of the basic information about health coverage offered by the City of Seguin:

- As your employer, we offer a health plan to:
All regular full-time employees and regular employees who work a minimum of thirty (30) hours per week, beginning the first day of the month following the completion of thirty (30) continuous days of employment.
- With respect to dependents:
We do offer coverage. Eligible dependents are:
Spouse – including a spouse for whom the employee has received a court order to provide health insurance.
Any **child** who is - Under age 26, a medically certified disabled child of any age, and any other child under the age 26 defined as eligible under the contract.

The City of Seguin's group health coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

Even if the City of Seguin intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process.

¹ An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60% of such cost.