



THE FLORIDA STATE UNIVERSITY

Office of Human Resources – Benefits
A-6200 University Center,
Tallahassee FL 32306-2410
(850) 644-4015 www.hr.fsu.edu

To: Florida State University Employees
Date: October 1, 2013
Re: Required Health Care Reform Notice

Background

The Affordable Care Act will require everyone to have health insurance or be subject to potential fiscal penalties beginning January 1, 2014. You can get the required insurance through an employer plan (such as FSU's plans for benefits-eligible faculty and staff, or a spouse's employer plan), through a government program (such as Medicare or Medicaid) or through coverage you buy on your own.

To help those who are looking to buy insurance on their own, the government's new Health Insurance Marketplace will connect people to the health coverage "exchanges" available in their area. Employers are required to send the attached notice (Marketplace Coverage Options) to all employees (including those who are not eligible for benefits) to make them aware of their Marketplace options.

Benefits-eligible FSU faculty and staff: What this means for you

- Because FSU's medical plans are considered affordable and meet minimum value under the Affordable Care Act, employees who are eligible for the FSU medical plans are not likely to see a break on premium or out-of-pocket costs through the Marketplace. This will make the plans offered through FSU a better value for benefits-eligible employees. Marketplace rates will be available October 1 for comparison.
- If you plan to have 2014 medical coverage through FSU, you are not required to take any action related to this notice.
- The information in this notice is not related to your FSU medical insurance enrollment. Benefits open enrollment for your FSU insurance options will take place October 21 through 6 p.m., November 8.
- You can learn more about 2014 medical plan options through the [FSU Benefits website](#).

For additional information

- All employees may visit [FSU's Affordable Care Act Web page](#).
- Benefits-eligible faculty and staff may contact the FSU Human Resources Benefits Office at 850-644-4015 or insben@admin.fsu.edu.

Attachment: Marketplace Coverage Options



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Fonn Approved
OMB No. 1210-0149
(expires 11-30-2013)

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 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 Oct. 2013 for coverage starting as early as Jan. 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 doesn't meet certain standards. The savings on your premium that you're 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 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 coverage offered by your employer, please visit myFlorida.com/myBenefits or call People First at 1-866-663-4735, Monday through Friday, from 8 a.m. to 6 p.m. Eastern time.

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.

¹An 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 percent of such costs. (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986)

PART 8: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. 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 State of Florida	4. Employer Identification Number (EIN) 59-3458983
5. Employer Address PO Box 5450	6. Employer Phone Number 1-850-921-4600
7. City Tallahassee	8. State, ZIP Code Florida, 32314
10. Who can we contact about employee health coverage at this job? People First Service Center, Monday through Friday, from 8 a.m. to 6 p.m. Eastern time.	
11. Phone Number (if different from above) 1-866-663-4735	12. Email Address N/A

Part-time and full-time employees as defined in Section 110.123(2)(c) and (f), Florida Statutes, are eligible for health coverage under the State Group Insurance Program. Pursuant to this statute, you may become eligible for health coverage if you work an average of 30 hours or more each week over the defined measurement period. If you become eligible following the measurement period, you will be notified.

For details regarding the Program's terms of eligibility, including exceptions and dependent coverage, see the Benefits Guide for a summary program description at myFlorida.com/myBenefits.

Health plans offered under the Program meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages. Even if your employer 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.