



ComplianceWeekly

June 16th, 2014



****REMINDER****
**PCORI Fees Due by
 July 31st for
 Employers
 Sponsoring HRA's
 and Other Self-
 Insured Plans**

Fees to fund the Patient-Centered Outcomes Research Institute (PCORI) are due July 31 from employers that sponsor certain self-insured health plans, including health reimbursement arrangements (HRAs) and health flexible spending arrangements (FSAs) that are not treated as excepted benefits. The fee applies to plan years ending on or after October 1, 2012, and before October 1, 2019.

Employers Not Maximizing Wellness Incentives

Eighty-seven percent of employees say wellness programs positively impact company culture and 96 percent are participating in them to improve their own health, according to the 2014 Survey of Workplace Health Priorities by Virgin Pulse, a wellness program provider.

Despite these findings, many employers are struggling to commit to and measure their wellness strategies, and nearly half (43 percent) aren't planning to take full advantage of higher incentive limits under the Affordable Care Act (ACA).

Monetary incentives covered by the statute and a June 2013 final rule include rewards-such as a discount or rebate of a premium contribution and a waiver of all or part of a cost-sharing mechanism including deductibles, co-payments or co-insurances-and penalties such as a surcharge or other disincentives. The final rule implements ACA provisions that:

- For a health-contingent wellness program offered in connection with a group health plan (and any related health insurance coverage), increase the maximum

Calculating the Fee

The fee for an employer sponsoring an applicable self-insured plan is two dollars (one dollar for plan years ending before October 1, 2013) multiplied by the average number of lives covered under the plan. (For plan years ending on or after October 1, 2014, the fee is increased based on increases in the projected per capita amount of National Health Expenditures.)

Read the complete article [here](#) ...

Autism coverage grows, with lawsuits, mandates and voluntary changes

States, insurers and self-funded employers are facing mounting pressure to expand autism coverage, but some may be too slow for advocates.

In early May, Maryland became the 37th state in the country to require comprehensive autism treatment coverage from fully-funded health plans, and one of the Pacific Northwest's largest insurers recently agreed to a change in policy through a settlement with a group of families who sued to challenge coverage restrictions in state and federal courts in Seattle.

Premera Blue Cross is putting aside \$3.5 million to settle with families from three class action lawsuits who alleged the insurer's developmental



permissible reward or penalty increase the maximum permissible reward or penalty from 20 percent to 30 percent of the total annual cost (premiums) of individual-only coverage.

Continue reading [here](#) ...

IRS ALERT IRS Publishes Obamacare Electronic Flyers



The IRS has issued a pair of one-page electronic publications containing information for individuals and families about the Affordable Care Act. Both publications are available on the IRS's Web site and can be used by individuals, tax professionals, health care professionals and other stakeholders for educational and outreach purposes.

Publication 5152, Report changes to the Marketplace as they happen..., discusses the importance of reporting changes in circumstances, such as family size and income changes that can affect the Premium Tax Credit, to the health insurance Marketplace. Reporting changes can help individuals and families avoid getting too much or too little in advance credit payments.

Publication 5156, Facts about the Individual Shared Responsibility Provision, discusses what individuals need to know regarding health insurance coverage and taxes.

These two publications will supplement several earlier IRS flyers on the Affordable Care Act:

disability exclusions violated the Washington State Mental Health Parity Act by limiting certain neurodevelopmental therapies, notably applied behavior analysis, now considered a standard treatment for autism.

Keep reading [here](#) ...

[Publication 5120](#) (English) and [Publication 5120SP](#) (Spanish) - Facts about the Premium Tax Credit (Flyer)

[Publication 5121](#) (English) and [Publication 5121SP](#) (Spanish) - Facts about the Premium Tax Credit (Tri-fold Brochure)

[Publication 5093](#) - Health Care Law Online Resources

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