



**STRATEGIC BENEFITS**  
G R O U P

## Updates on the Affordable Care Act

- I. Brief History: What were we told...
  - a. Pricing
  - b. Doctors
  - c. Plans
- II. A Little Reality:
  - a. Compliant plans vs. current insurance plans
  - b. The Marketplace
  - c. Employer Sponsored Health Plans
  - d. Pricing and renewals
- III. Taxes and Penalties:
  - a. 2014-1%, 2015-2% 2016-2.5%
  - b. Rates are increased 5% to cover taxes and fees of ACA
  - c. Employer Responsibility: 100+ 2015, 50+ 2016
- IV. Governor Chiles and Small Group Reform/ ACA
  - a. 1994: Changes; Guarantee Issue, Community Rates, Aligned Pre-X, Portability, Waiver of Pre-X during waiting period as new employee.
  - b. ACA added; no lifetime maximum, wellness, Rx benefits, all expenses included in out of pocket, expanded mental health benefits.
- V. How to be better prepared for the future under the ACA?
  - a. Rates will rise
  - b. Alternative plans are necessary: Health Savings Accounts, Health Reimbursement Accounts, Higher deductibles and supplemental insurance
  - c. We must better control cost and modify behavior
  - d. We need tort reform

In summary, we all have to decide how much healthcare we want. Employees need access to more choices. Employers may have to look outside the box to modified self insurance.