



CITY OF KETTERING
DEPARTMENT OF HUMAN RESOURCES

Date: August 4, 2014
To: All City Employees
From: The Human Resource Department on behalf of the City of Kettering
Re: **Federally Mandated Health Insurance Marketplace Notice**

Dear City of Kettering Employee:

We are required by Federal law to provide you with the attached notice. The purpose of this notice is to inform you of the existence of the Health Insurance Marketplace (the "Marketplace"), give you a description of the services provided by the Marketplace, and tell you how to contact the Marketplace to request assistance.

You and/or your family member(s) may purchase health insurance coverage through the Marketplace, instead of taking coverage through the employer's health plan (if eligible for coverage as a City of Kettering employee). You may purchase coverage through the Marketplace during their Open Enrollment. For coverage starting in 2015, the proposed Open Enrollment Period for the Marketplace is November 15, 2014 through February 15, 2015. Outside Open Enrollment, coverage in the Marketplace may be available for purchase during Special Enrollment Periods or Qualifying Life Events. The effective date of such coverage will vary depending on the date of enrollment within the Marketplace.

In addition, this notice helps you determine whether you are eligible for a premium tax credit or a cost-sharing reduction through the Marketplace. You may be eligible for a premium tax credit if your employer's plan's share of the total cost of benefits is less than 60%, the coverage is unaffordable, or if you are not eligible for the coverage. The Marketplace will qualify you for any applicable premium tax credit or a cost sharing reduction.

Finally, this notice informs you that if you purchase coverage through the Marketplace, you may lose any employer contribution toward the cost of employer-provided coverage. For example, employees who are eligible for coverage on the City's plan contribute 17% while the City pays 83% towards the total contribution amount. If you purchase insurance through the Marketplace, the employer, in this case the City of Kettering, would not contribute towards the cost of coverage.

If you have any questions regarding this notice, please visit the federal website at www.healthcare.gov. If you have additional questions, please contact the Human Resource Department at 937-296-2446 or email us at ketthr@ketteringoh.org.

Sincerely,

A handwritten signature in cursive script that reads "Sara E. Mills".

Sara E. Mills
Human Resource Director



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149
(expires 1-31-2017)

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 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 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 your coverage offered by your employer, please check your summary plan description or contact City of Kettering Human Resources Department Phone: (937) 296-2446 Email: ketthr@ketteringoh.org.

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.

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 percent of such costs.

PART B: 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 City of Kettering		4. Employer Identification Number (EIN) 31-6000617	
5. Employer address 3600 Shroyer Road		6. Employer phone number (937) 296-2446	
7. City Kettering		8. State OH	9. ZIP code 45429
10. Who can we contact about employee health coverage at this job? Human Resource Department			
11. Phone number (if different from above) (937) 296-2446		12. Email address ketthr@ketteringoh.org	

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to:

All employees. Eligible employees are:

Some employees. Eligible employees are:

All full-time employees working 40 hours per week.

- With respect to dependents:

We do offer coverage. Eligible dependents are:

Spouses and dependents of employee.

We do not offer coverage.

- If checked, this 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 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](https://www.healthcare.gov) will guide you through the process. Here's the employer information you'll enter when you visit [HealthCare.gov](https://www.healthcare.gov) to find out if you can get a tax credit to lower your monthly premiums.