

City of Menasha Agenda August 19, 2013

- (1) Health Care Reform – Where are we now?
- (2) Health Care Reform – current compliance issues
 - a. Taxes and Fees
 - b. Length of Waiting Periods for New Hires
 - c. Summary Plan Documents and Summary of Benefits and Coverage's (SBC's)
 - d. Preventive Services and Contraception Rules
 - e. W-2 Reporting
 - f. Section 125 Medical Expense Reimbursement Limited to \$2,500
 - g. Notice of Availability of the Public Exchange
 - h. Coverage for all Adult Children to age 26
 - i. No pre-existing condition limitations for anyone
 - j. Mandatory coverage for Clinical Trials
 - k. Wellness Program Rules
- (3) DELAYED PROVISIONS
 - a. Out of Pocket Limitations and Maximums (Small Group Deductibles Not Applicable)
 - b. Employer Mandate (Pay or Play)
 - c. Auto Enrollment
 - d. IRS Non-Discrimination Rules
 - e. Report to Government on Plan Coverage (Delayed until 2016)
- (4) City of Menasha Renewal Timeline for January 1, 2014
 - a. Conference Call with Underwriter to get preliminary renewal number (Week of August 26)
 - b. Final Negotiated Renewal no later than 9/15/13
 - c. Plan Design Changes (eligibility, surcharges, etc.)
 - d. Employee Education/Open Enrollment (October/November 2013)
 - e. Final Census and Enrollment to WEA no later than 12/1/13

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