



# Health Insurance Marketplace Coverage Options and Your Health Coverage

## PART A: General Information

When key parts of the health care law took effect in 2014, there was 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 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 kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in November for coverage starting as early as January 1<sup>st</sup> the following year.

### 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.<sup>1</sup>

**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 **Albuquerque Public Schools (APS) Employee Benefits Department at (505) 889-4859.**

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

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<sup>1</sup> 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 <b>Albuquerque Public Schools</b>		4. Employer Identification Number (EIN) <b>85-6000101</b>	
5. Employer address <b>6400 Uptown Blvd. NE, Suite 115E</b>		6. Employer phone number	
7. City <b>Albuquerque</b>	8. State <b>NM</b>	9. ZIP code <b>87110</b>	
10. Who can we contact about employee health coverage at this job? <b>Employee Benefits Department</b>			
11. Phone number (if different from above) <b>505-889-4859</b>		12. Email address <b>employee.benefits@aps.edu</b>	

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

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

All ☐ employees.

☒ Some employees. Eligible employees are those averaging 30 hours of service or more per week, as measured and determined by APS. Certain other categories of APS employees may also be offered the opportunity to enroll for benefits. Board of Education members in active duty are also offered the opportunity to enroll for benefits.

- **With respect to dependents:**

☒ We do offer coverage. Eligible dependents are noted here: a legally married Spouse, Domestic Partner, and the following categories of children to the end of the month in which the child reaches age 26: natural child, adopted child or child placed for adoption, stepchild, child under a legal guardianship order, foster child, child of a Domestic Partner, and child under a Qualified Medical Child Support Order (QMCSO). An adult disabled child age 26 and older may continue eligibility if the child is unmarried, is permanently and totally disabled, is dependent (chiefly relies on the employee or spouse for support and maintenance), and has a disability that existed prior to age 26. Proof of dependent status is required.

☐ 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. Contact the APS Employee Benefits Department for 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.