



# Health Insurance Marketplace Coverage Options and Your Health Coverage



## **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. For employees of the State of Maryland coverage is provided under the State of Maryland's State Employee and Retiree Health and Welfare Benefits Program (the Program).

### **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 provided does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

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 purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer's contribution (if any) to the employer-offered coverage. Also, this employer contribution – as well as your employee contribution to employer-offered coverage – is excluded from income for Federal and State income tax purposes.

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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 not less than 60 percent of such costs.



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## How can I get more information?

For more information about the coverage offered under the State of Maryland’s State Employee and Retiree Health and Welfare Benefits Program, please check the plan documents or contact the Department of Budget and Management’s Employee Benefits Division at (410) 767.4775 or (800) 307.8283, or view our website at [www.dbm.maryland.gov/benefits](http://www.dbm.maryland.gov/benefits).

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

## PART B: Information about Health Coverage Offered by Your Employer

This Section contains information about health coverage offered by your employer. If you decide to shop for coverage in the Marketplace, [www.marylandhbe.com](http://www.marylandhbe.com) will guide you through the process. 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	State of Maryland – Department of Budget and Management	4. Employee Identification Number (EIN)	52-6002033	
5. Employer Address	301 West Preston Street, Room 510	6. Employer Phone Number	(410) 767.4775	
7. City	Baltimore	8. State	MD	9. Zip Code
10. Who can we contact about employee health coverage at this job?		Employee Benefits Division		
11. Phone number (if different from above)	N/A	12. Email Address	ebd.mail@maryland.gov	

Here is some basic information about health coverage offered under the State of Maryland’s State Employee and Retiree Health and Welfare Benefits Program:

- We offer a health plan to:
  - All permanent employees,
  - Contractual employees, and
  - Part-time employees,
- With respect to dependents, we offer a health plan to:
  - Spouse (opposite and same sex)
  - Children:
    - Biological children,
    - Adopted children,
    - Step-children,
    - Legal Wards,
    - Other child relatives, and
    - Disabled children



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**Note:** Dependent coverage is offered through the end of the month in which an eligible dependent child turns 26 unless they meet the criteria for a disabled child. Additional criteria must be met for grandchildren, legal wards, and other child relatives.

All of the coverage options under the State of Maryland's State Employee and Retiree Health and Welfare Benefits Program **meet the minimum value standard when a medical plan election is combined with prescription drug coverage at the Employee-Only coverage level. In addition, the Program offers several Employee-only coverage options that meet the affordability standard for most full-time permanent employees.** Please contact the Employee Benefits Division at (410) 767.4775 or (800) 307.8283, or view our website at [www.dbm.maryland.gov/benefits](http://www.dbm.maryland.gov/benefits), for details.