Notice of New Health Insurance Marketplace Coverage Options and Your Health Coverage

Effective Date: October 1, 2013

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 the City of Minneapolis.

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 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. Your eligibility for premium savings 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 health 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 health 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.*

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you will lose your employer's contribution (if any) to the employer's health 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 the City's health coverage, please check your summary plan description or contact City of Minneapolis, Human Resources/Benefits, 250 South 4th Street, Room 100, Minneapolis, MN 55415-1339, calling 612-673-3333 or emailing Benefits@minneapolsmn.gov.

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit http://www.mnsure.com/ if you are a Minnesota resident or, https://www.healthcare.gov/ if you live in any other state for a Health Insurance Marketplace in your area.

* 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. (**NOTE:** The City's health plan is offered to employees working 32 or more hours a week and is designed to meet the Affordable Care Act's "minimum value" standard. The City's lowest cost non-wellness program plan for an individual has a monthly premium rate is \$67.60.)

PART B: Information About Health Coverage Offered by the City of Minneapolis

This section contains information about any health coverage offered by the City of Minneapolis. 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	4. Employer Identification Number (EIN)	
City of Minneapolis	41-6005375	
5. Employer Address	6. Employer Phone Number	
350 South 5th Street	612-673-3333	
7. City	8. State	9. ZIP Code
Minneapolis	MN	55415
10. Who can we contact about employee health coverage at this job?		
Human Resources Benefits Consultant		
11. Phone Number (if different from above)	12. Email Address	
612-673-3333	Benefits@minneapolismn.gov	

Here is some basic information about health coverage offered by the City of Minneapolis:

- As your employer, the City offers a health plan to some employees. Eligible employees are employees who are regularly scheduled to work at least 32 hours per week.
- For 2014, the City's lowest cost plan for an individual (non-wellness rate) has a monthly premium of \$67.60.
- With respect to dependents, the City offers coverage. Eligible dependents include the eligible employee's spouse, the
 eligible employee's child, and any other person who qualifies as a dependent of the employee for the purposes of
 Sections 105 and 106 of the Internal Revenue Code of 1986, as amended from time to time, as clarified in Revenue
 Procedure 2008-48.
- The City's coverage is designed to meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.
- Even though the City 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), 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 the City, then
 you will lose the City's contribution to the City's health coverage. Also, this City contribution—as well as your
 employee contribution to the City's health coverage—is excluded from income for Federal and State income tax
 purposes. Your payments for health coverage through the Marketplace are made on an after-tax basis

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit https://www.mnsure.com/ if you are a Minnesota resident or, https://www.healthcare.gov/ if you live in any other state for a Health Insurance Marketplace in your area.