

Health Care Reform

Q. Do I have to elect both Medical coverage and Prescription coverage?

A. You have a separate election right for medical and prescription under the County plan. However, employees who do not elect both medical and prescription may be out of compliance with the Affordable Care Act.

Q. What is a health insurance marketplace or exchange?

A. A marketplace, or exchange, is a website where you can shop for health insurance. You can compare all of your options and costs side-by-side and see if you qualify for financial help. All the plans offered in a marketplace, or exchange, must meet certain rules for affordability, required benefits, and market standards.

Q. What can I do through a health insurance exchange?

A. You'll be able to:

- Shop for health insurance offered by well-known insurance companies.
- Choose from health plans grouped by metallic levels: Bronze, Silver, Gold, and Platinum. The different plans will offer you choices in:
 - How much you'll pay for coverage (premium amounts)
 - How much you'll pay out of your own pocket for medical care and prescription drugs (deductibles, coinsurance, copays, and out-of-pocket maximums)
 - Networks of participating doctors, hospitals, labs, and other health care providers
- Complete an application to find out if you qualify for financial help.
- Enroll in health insurance that's right for you or your family. The federal and state health insurance marketplaces will begin enrollment on November 1, 2017 for coverage starting January 1, 2018.

Q. What if I have health insurance options through my employer?

A. You'll have the options to get insurance through your employer *or* a health insurance exchange. The choice is yours. Before you choose a plan:

- Think about your health care needs.
 - Do you see the doctor fairly often and take one or more prescription drugs for an ongoing condition, such as high blood pressure or diabetes? Or do you only see the doctor once or twice a year for checkups and the occasional illness?
 - The answer to these questions can help you decide which option presents the best coverage and value for you and your family.
- Review **all** the options that are available to you.
 - Depending on your situation, you may also be eligible for coverage through Medicare or Medicaid. Or your children may be eligible for coverage through the Children's Health Insurance Program (CHIP) in your state.

If, after reviewing all your options, you decide to buy coverage through an exchange, you may qualify for financial help if your income is low or modest. However, you will not qualify for financial help if you choose to buy insurance through an exchange and your employer offers you coverage that is:

- Considered "affordable" (how much you pay for coverage is less than 9.5% of your income); and
- Meets coverage standards as required by law.