



What the Affordable Care Act Means to Your Cemetery

August 6, 2014 Mrs. Beth E. Tankovich, MBA Business Coach – Admin Owl Inc.

Topics of Discussion

- ✓ Goal & Intent
- ✓ Major Provisions
- ✓ Timeline of Events
- ✓ Employer Responsibility
- ✓ Applications
- ✓ Examples & Calculations
- ✓ Conclusion
- ✓Q&A
- ✓ References
- ✓ Contact Info





Goal & Intent

- ✓ Scope
- ✓ Goal
- ✓ Objective
- ✓ Systematic Problems





Major Provisions

- ✓ Individual Mandate
- ✓ Medicaid Expansion
- ✓ Health Insurance Exchanges
- ✓ Pre-Existing Condition Exclusions
- ✓ Establishment of Essential Health Benefits
- ✓ Change Private Insurance
- ✓ Employer Responsibility





Timeline of Events

√2010 √2011 √2012 √2013 √2014 √2015 √2016

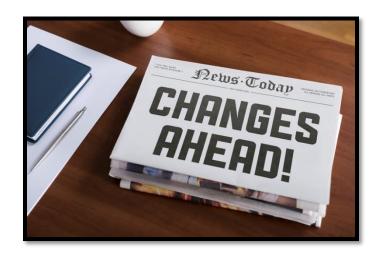




Employer Responsibility

- ✓ Provide affordable health insurance to businesses with 50+ FTE employees
- ✓ #1 question Are we subject to the mandate?
- ✓ What is a "small business"?
- ✓ Penalizations

✓ Waivers





Employer Responsibility cont.

- Terminology & Breakdown:
- ✓ 50 FTE
- ✓ 30 hours/week 6+ months/year
- ✓FT seasonal <120 days/year
- ✓ Seasonal & Temp workers
- ✓ Outsourcing





Applications

✓ 1 FT employee = 30/wk * (52/2) = 780 hrs/yr
✓ 780 (1 FT employee) *50 = 39,000 hrs/yr
✓ Conversion of PT to FTE = total PT hrs/2080 -- looks strange, right?



**Consultation with CPA/payroll is KEY to understanding FTE concept. Remember: <u>Laws are constantly changing.</u>



Examples & Calculations

- $\checkmark 20 \text{ h/wk} * 52 \text{ w/yr} = 1040/2080 = .5 \text{ FTE}$
- ✓ 12 h/wk * 52 w/yr = 624/2080 = .3 FTE
- $\checkmark 30 \text{ h/wk}$ (FT) * 52 w/yr =1560/2080 = .75 FTE

** FT = 30 hours per week which is not = to 1 FTE

✓ Add each PT or FT employees FTE calculation to determine the presence of the 50 FTE.

**Consultation with CPA/payroll is KEY to understanding FTE concept. Remember: <u>Laws are constantly changing.</u>



Conclusion

- ✓ In Conclusion...
- ✓ Moving Forward...













References

NFIB Research Foundation. (2013, July 12). PPACA Timeline, CribSheet 12-8. Retrieved from http://www.nfib.com/Portals/0/PDF/AllUsers/research/cribsheets/ppaca-timeline-nfibcribsheet.pdf

Paulo Pinto, A. (2013). PPACA Booklet: Small Business Guide. Antonio Paulo Pinto.

- Rose, J., Bulzoni, V. M., Doughty, C., Krishnamoorthy, S., Napier, R., Pardo, P. J., Peace, D. M. (2012). A Review of Patient Protection and Accordable Care Act. Retrieved from https://mycampus.southuniversity.edu/
- The California Legislature's Nonpartisan Fiscal and Policy Advisor. (2010, May 13). The Patient Protection and Affordable Care Act: An Overview of Its Potential Impact on State Health Programs. Retrieved from http://www.lao.ca.gov/
- United States. One Hundred Eleventh Congress. House of Representatives 4872. (2010, January
 - 5). Reconciliation Act Entitled The Patient Protection and Affordable Care Act.

Retrieved 7 July 2014 from the U.S. Department of Health and Human Services site:

http://www.hhs.gov/healthcare/rights/law/reconciliation-law.pdf

Admin Owl Inc.



Beth E. Tankovich, MBA Business Coach 937-231-3287

bethtankovich@gmail.com adminowlinc.com