

Small Business Health Insurance Options

Washington Health Benefit Exchange
Presented by Marie Cooper



What We'll Be Covering

- Background
- Small Business Survey
- Importance of health insurance
- Insurance options for small employers
- Individual plans on Washington Healthplanfinder
- New State Subsidy! Cascade Care Savings
- Open enrollment

Background Information


- Created by the WA Legislature, the Washington Health Benefit Exchange operates the state's official online health-insurance marketplace
[Washington Healthplanfinder](#)
- At www.wahealthplanfinder.org you can sign up for free and reduced cost health coverage
- Over 2 million –1 out of every 4 – Washingtonians use [Washington Healthplanfinder](#) to purchase high-quality health insurance

* Used by people who are self-employed, employees of small businesses that are not offered coverage, lost employer coverage, participate in the gig economy, work seasonally, and do not yet qualify for Medicare

Small Business Outreach Team

Small Business and Health Insurance Data

2021 KFF Employer Health Benefit Annual Survey of U.S. small businesses (50 or less employees) offered health coverage at a 58% rate compared to larger businesses that offered coverage at a 99% rate.

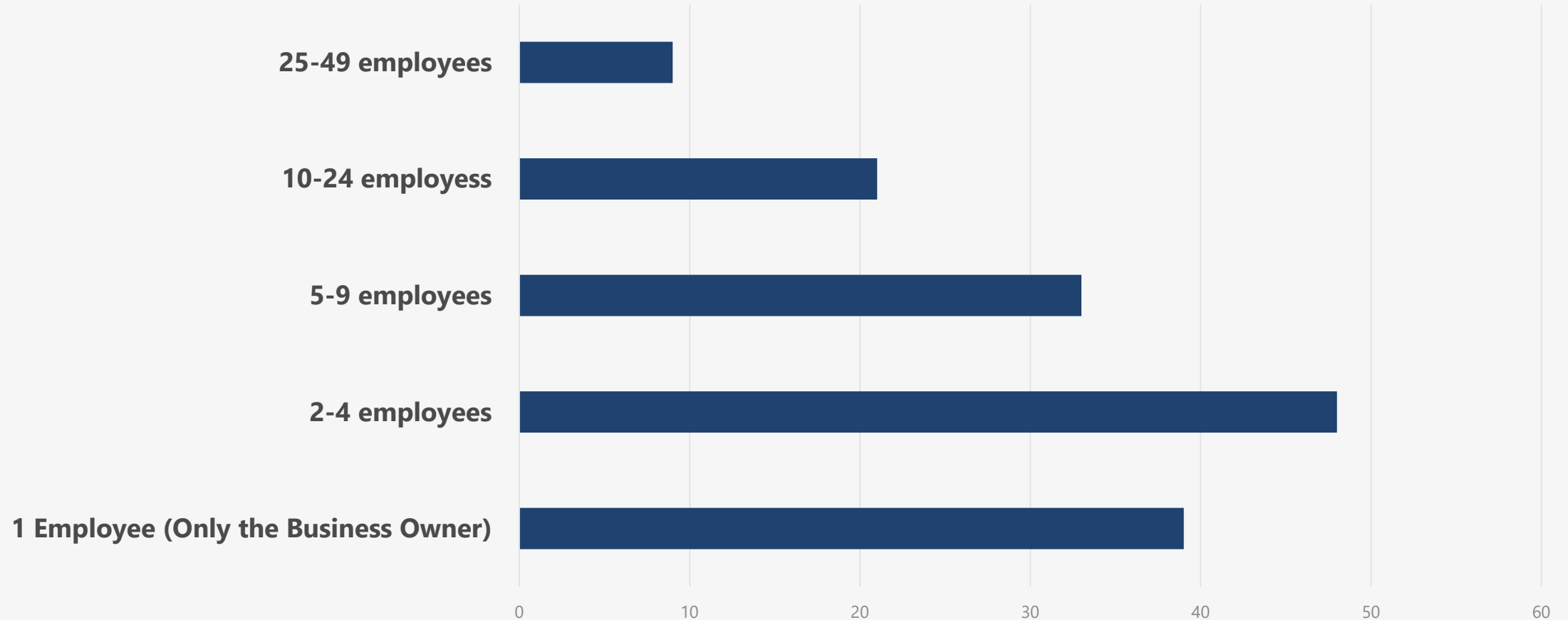


The offer rate is even lower in microbusiness (3-9 workers) at a 49% rate.

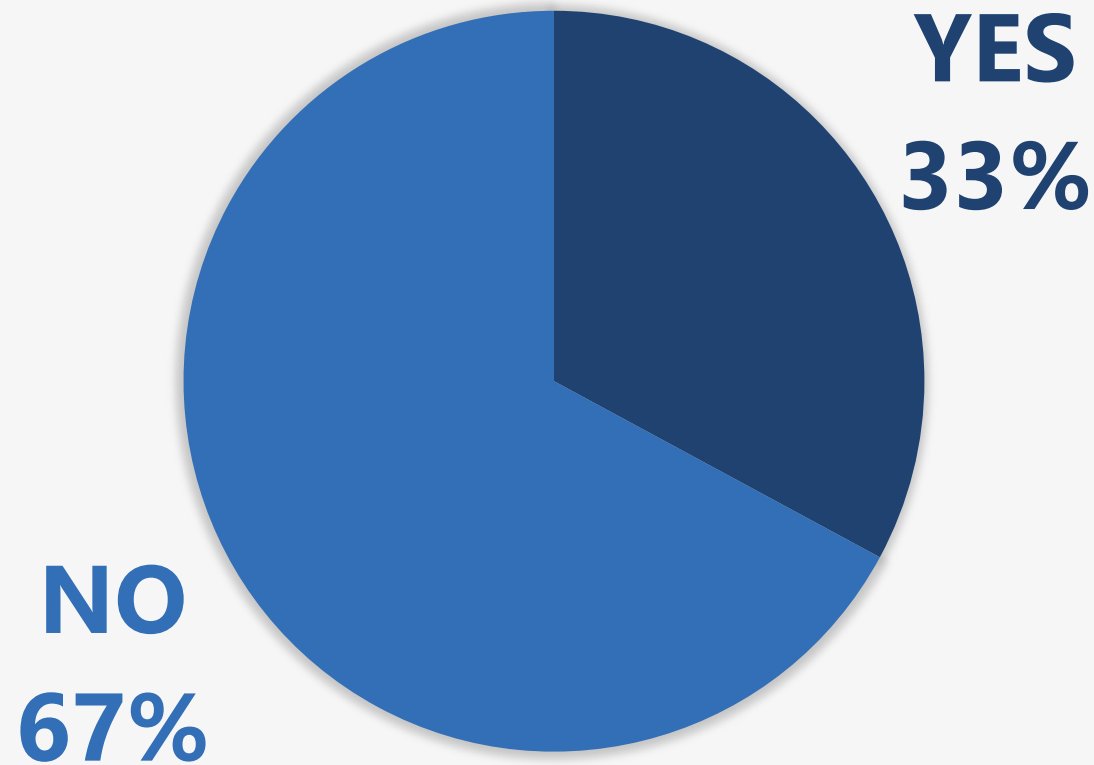


In WA State microbusinesses (2-9 employees) offered coverage at a 37% rate.

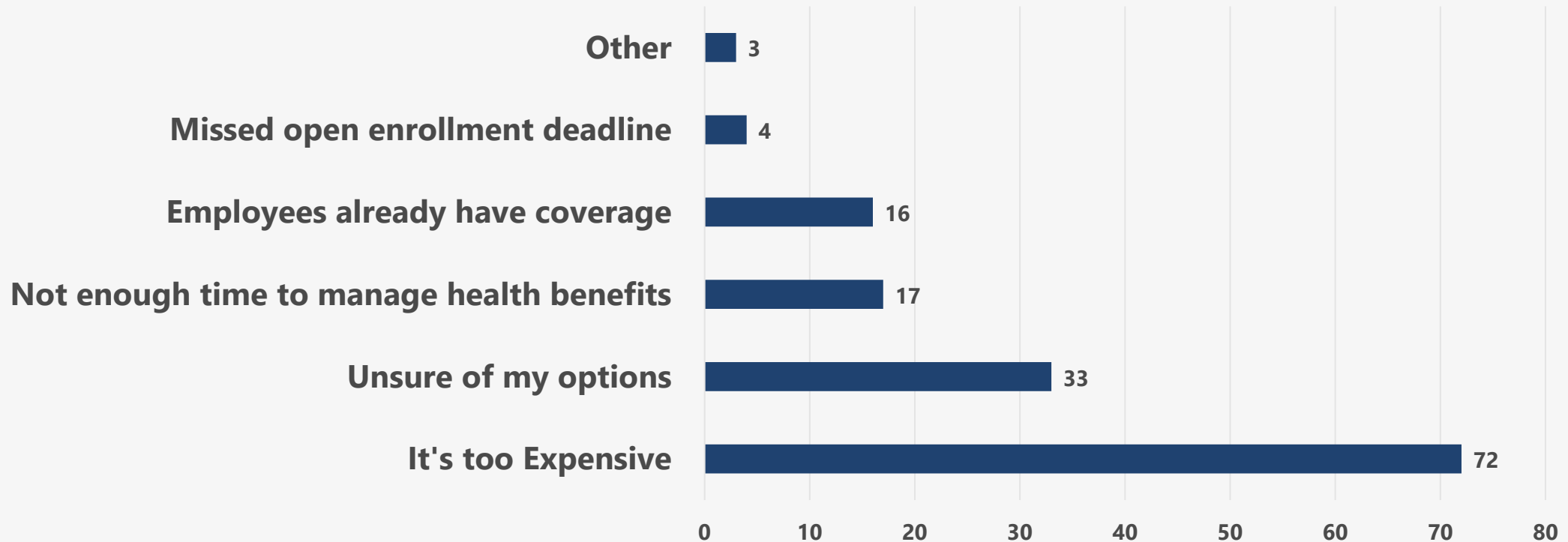
Small Business Survey



Survey: Do You Support Your Employees in Accessing Coverage?

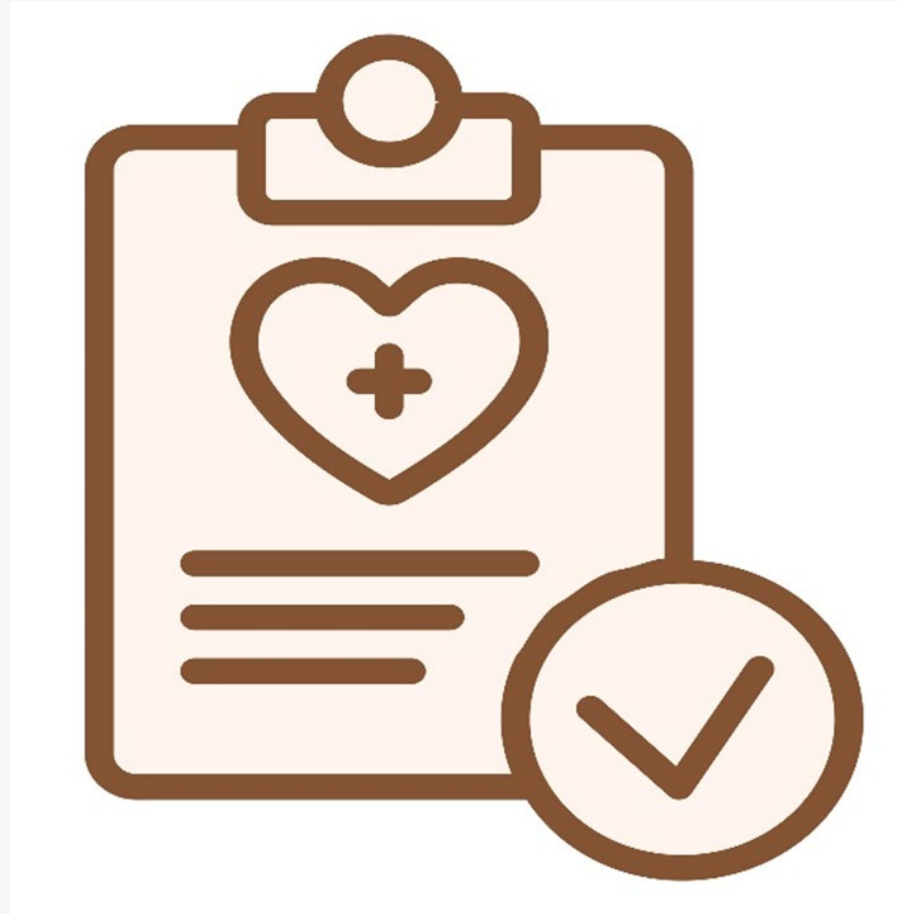


Survey: Why do you not offer coverage to your employees? (Check all that apply)



What Factors Are Most Important When Finding Coverage

- Affordable Options
- Quality Plans
- Tax Incentives
- Simplicity of Options



Why Have Health Insurance?

Common Treatments and Their Costs

TREATMENT	COST
Heart Surgery	\$78,585
Mammogram	\$263
Spinal Surgery	\$13,255
Colonoscopy	\$1,484
C-Section	\$18,098
Urgent Care Visit	\$181
Yearly Checkup (for Teens)	\$117
ER Visit	\$579

Why Should Employers Support Their Employees In Finding Coverage?



- **Retention and Recruitment:** Health benefits can help keep and recruit talented employees.
- **More Productive Employees:** Healthy employees are less likely to have sick and workday absences. Leading employees to be more focused and effective at work

Health Insurance Options For Small Businesses

- Individual Health Plan (Qualified Health and Dental plans)
- Small Business Group Plan
- Health Reimbursement Arrangements (HRAs)
 - ICHRA: Individual Coverage Health Reimbursement Arrangement
 - QSEHRA- Qualified Small Employer Health Reimbursement Arrangement
- Health Savings Account (HSA)

*Some options can decrease or eliminate eligible federal tax credits. Make sure to carefully review any impacts this can have on you and your employees.

Individual Plans on *Washington Healthplanfinder*

Benefits of Individual Plans



No minimum contribution or participation requirements

Flexibility of plan options

More time to focus on business needs

Washington Healthplanfinder

- Individual Qualified Health and Dental Plans to fit your needs and lifestyle.
- Exclusive access to federal tax credits and Cascade Care Savings to lower your monthly cost.
- Apply for Washington Apple Health (Medicaid) to get free or low-cost coverage.



Essential Health Benefits



How Much Does Coverage Cost?

- **Washington Apple Health** (Medicaid) is free or low-cost
 - *Over 1.5M people are enrolled in Washington Apple Health
- **Qualified Health Plan & Qualified Dental Plan** prices vary based primarily on age and household income
 - Over 200,000 people are enrolled in these private plans
 - 100,000 people pay less than \$100 per month
 - 34,000 people pay less than \$1 per month

Cascade Care Plans and Cascade Care Savings

Cascade Care Plans Add Value

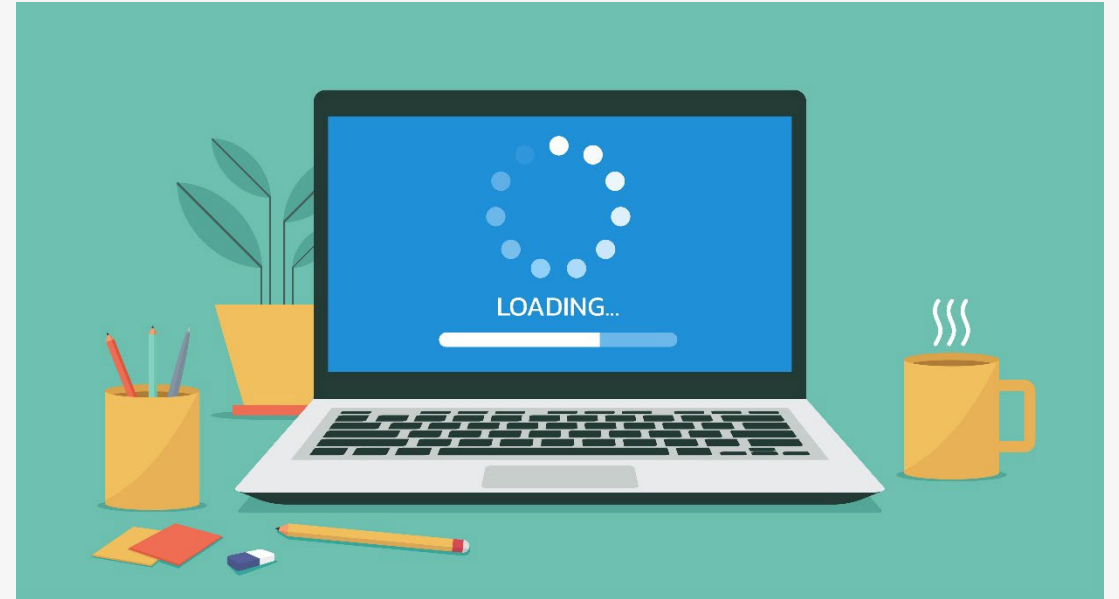
- Lower deductibles than most plans.
- More access to first dollar services and co-pays.
- Available in every county



CASCADE CARE

New this year: Cascade Care Savings

- State-funded subsidy that lowers monthly costs
 - Wraps around available federal premium tax credits (if applicable).
- *Projected* savings of up to \$150 per month per member
- Available exclusively on Washington Healthplanfinder



Cascade Care Savings Illustrative Examples

Example 1

Cascade Care Savings & Federal Subsidies

	Cost per Month
Cascade Care Silver Plan	\$500
Federal Premium Tax Credits	\$400
Monthly Cost Before Cascade Care Savings	\$100
With Cascade Care Savings	\$100
Monthly Cost with Cascade Care Savings	\$0

Starting in 2023, customer receives Cascade Care Savings, which lowers premium owed to \$0/month

- Total amount of Cascade Care Savings: \$100
- Amount of Cascade Care Savings received will never exceed premium amount owed after APTC applied

Example 2

'Buy Up' to a Higher Level of Coverage

	Cost per Month
Cascade Care Gold Plan	\$600
Federal Premium Tax Credits	\$400
Monthly Cost Before Cascade Care Savings	\$200
With Cascade Care Savings	\$150
Monthly Cost with Cascade Care Savings	\$50

Starting in 2023, customer receives Cascade Care Savings, which lowers premium amount owed to \$50/month

- Total amount of Cascade Care Savings received: \$150/month (maximum fixed amount)

Example 3

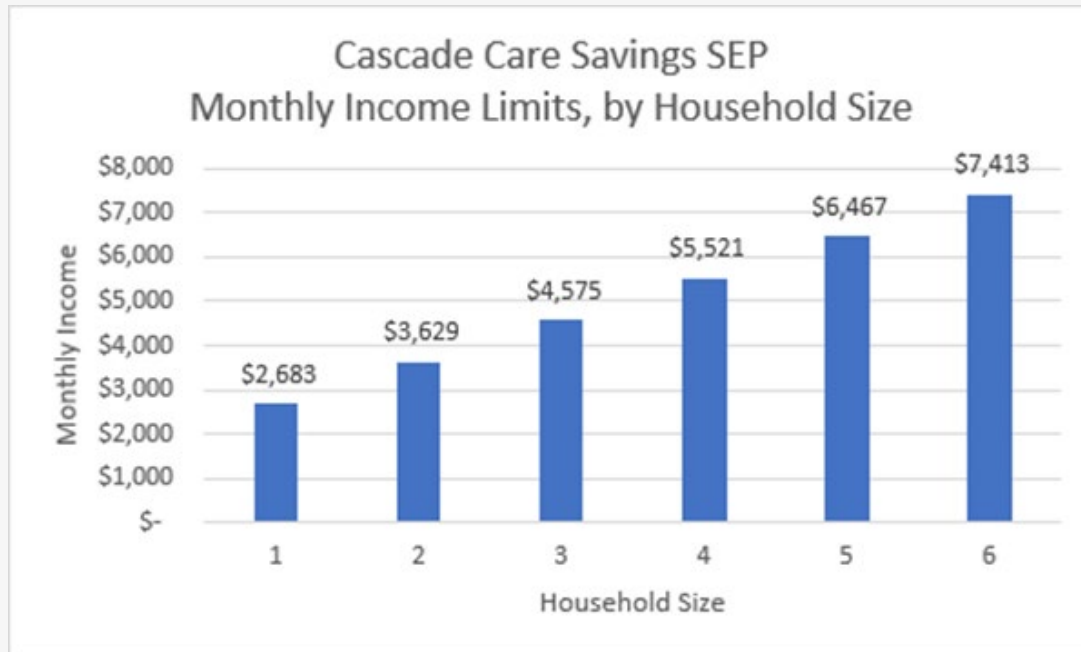
Cascade Care Savings With No Eligible Federal Subsidies

	Cost per Month
Cascade Care Silver Plan	\$500
Federal Premium Tax Credits	\$0
Monthly Cost Before Cascade Care Savings	\$500
With Cascade Care Savings	\$150
Monthly Cost with Cascade Care Savings	\$350

Starting in 2023, customer receives Cascade Care Savings, which lowers premium owed to \$350

- Total amount of Cascade Care Savings received: \$150/month (maximum fixed amount)

Who is Eligible For Cascade Care Savings?



1. Qualified Health Plan (QHP) eligible
2. Have a household income at or below 250% of the Federal Poverty Level (FPL)
3. Enrolls in a Cascade Care Silver or Gold plan
4. Apply for and accept all available federal premium tax credits

Where Can They Sign-up?

- Official website: www.wahealthplanfinder.org
- Mobile App: WAPlanfinder– Apple or Google App Store

 Big savings available this year! Learn how the [American Rescue Plan Act](#) is saving Washingtonians money and providing assistance for those receiving unemployment income.

What would you like to do today?

-  Sign In to Your Account
-  Report Changes
-  Free or Low-Cost Apple Health
-  Renew Your Coverage
-  Apply Now
-  Browse and Compare Plans
-  Frequently Asked Questions
-  Make a Payment

Find Health Coverage Now

Free or low-cost Washington [Apple Health](#) is available year-round, and you may qualify for a [special enrollment](#) if you are uninsured or have certain life changes. Browse 2021 health plans, including [Cascade Care](#) plans.

[See if you can enroll](#)

Care for How You're Living

You may be able to [save more on your health coverage](#). [Sign in](#) to your account and make sure your information is up to date.

Get help virtually so you can stay home and stay healthy.

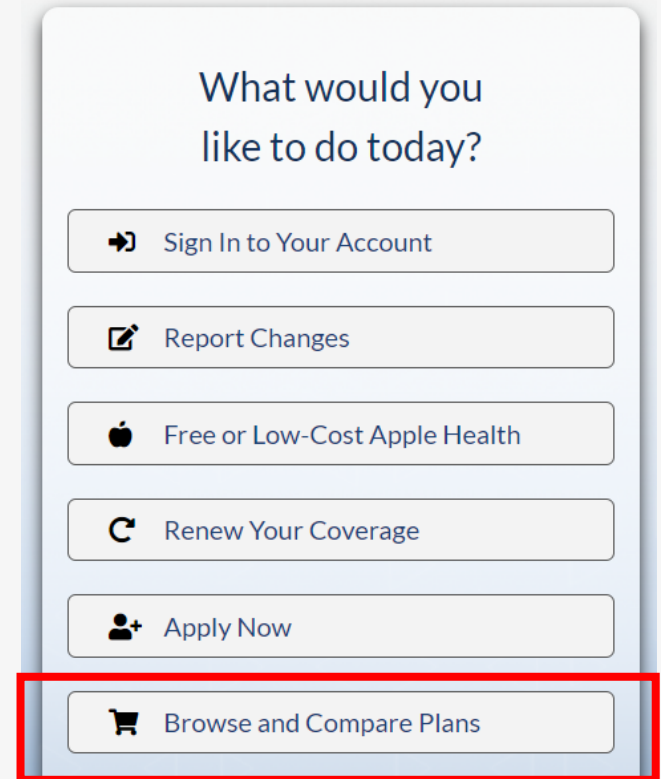
[Virtual Help](#)



Quickly Browse Plans

See plan options in your area quickly:


1. From www.wahealthplanfinder.org click "Browse and Compare Plans"
2. Enter basic demographic info
3. Review plans




Smart Planfinder – Online Decision Support Tool

Smart Planfinder suggests plans that are a Smart Choice based on your provider and prescription needs and estimated costs under a health plan.


Do you need help shopping for a plan?



Add providers and prescriptions to see if they are covered.



Answer a few questions like how often you see the doctor.



We'll find Smart Choice plan options for you.

Yes, Help Me Find A Plan

No, I'll Shop On My Own

When Can They Sign-up?

- **Washington Apple Health** (Medicaid) is available year-round
- **Qualified Health Plan & Qualified Dental Plan** enrollment is available:
 1. During Fall “open-enrollment” period (Nov. 1-Jan. 15 for 2023 coverage)
 2. Outside of open enrollment if you experience a “[qualifying event](#)” (such as loss of employer coverage; move to WA state; change in household size)
 - ***You typically have 60 days before/after the date of the qualifying event to enroll***



What Information Is Needed To Sign-up?

- Legal names
- Birth dates
- Social Security Numbers
- Income before taxes/deductions
- Tax filing status

Note: Include all household members, even if they are not seeking coverage.

Free Enrollment Assistance Available Statewide!

To connect with an **Assister**, visit [Wahealthplanfinder.org](https://wahealthplanfinder.org) and click “Get Virtual Help.” From here, you can search for a navigator or broker in your community



750+ Navigators &
Certified Application
Counselors



90+ Tribal Assisters



2000+ Certified
Producers

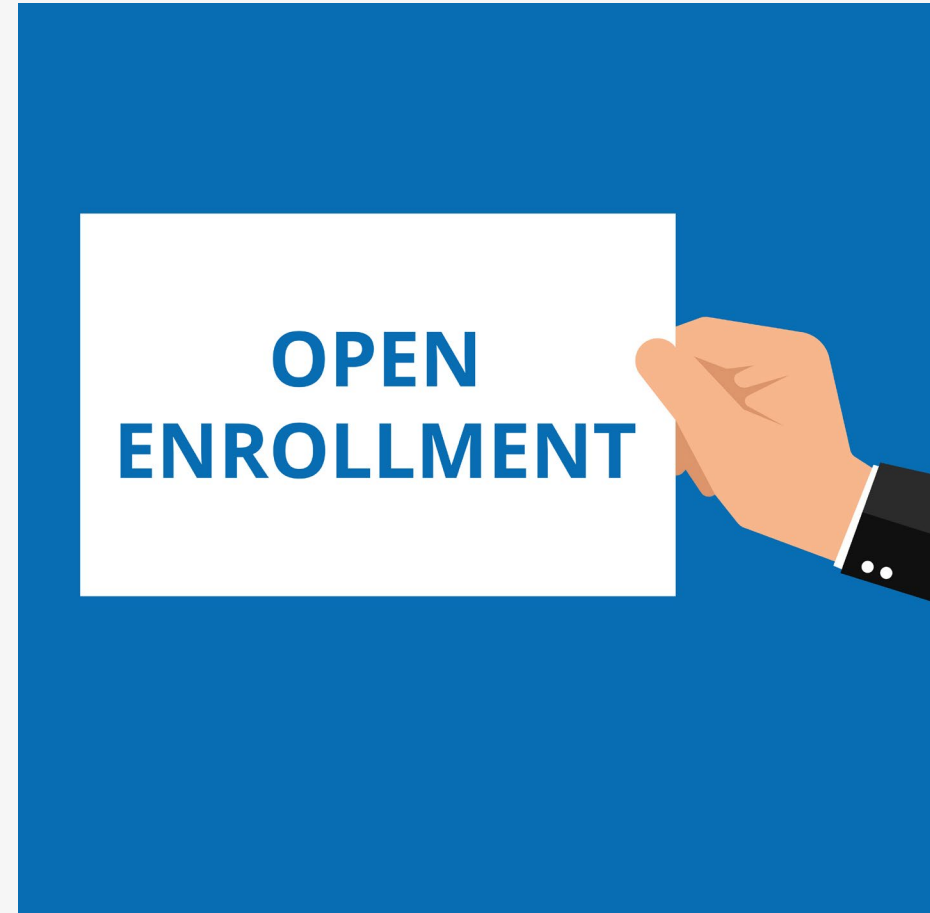


10 Enrollment
Centers

To connect with the ***Washington Healthplanfinder* Customer Support Center**, call: 1-855-923-4633; TTY: 855-627-964 (language assistance available)

Important Dates to Remember

- Enrollment between *Nov. 1-Dec. 15* will receive a **Jan. 1 start date**
- Enrollment between *Dec. 16-Jan. 15* will receive a **Feb. 1 start date**



Small Business Support

- Explain Small Business Options
- Employee Presentations
- Employee Informational Handouts
- Connect to a broker- Group Plans, HRAs, HSAs

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