



Affordable Care Act Reporting Requirements 2015-2016 Comparison

10/26/2016

There will be changes to the ACA reporting requirements for 2016 than previously required in 2015. Failure to file the required information returns to the IRS will result in fines, which have doubled since last year. The annual cap for these penalties has increased from \$1,500,000 in 2015 to \$3,000,000 for 2016.

As published recently by Paylocity.com the following are some of the key changes in ACA reporting for 2016:

2015 Reporting	2016 Reporting
Determining ALE Status	
<ul style="list-style-type: none"> Transition relief permitted use of any consecutive 6-month period in 2014 	<ul style="list-style-type: none"> Transition relief no longer applies; ALE determination based on 2015 calendar year
Affordability Safe Harbors	
<ul style="list-style-type: none"> Affordability threshold 9.56% Federal poverty level \$11,770 Affordable FPL premium \$93.77 	<ul style="list-style-type: none"> Affordability threshold 9.66% Federal poverty level \$11,880 Affordable FPL premium \$95.63 (+2%)
Non-Compliance: 4980(a) The “A” Penalty	
<ul style="list-style-type: none"> Employer with 100 or more full-time employees are equivalents must offer coverage (2015 Transition Relief) Coverage must be offered to 70% of all full-time employees When calculating the “A” penalty, the full-time employee count is reduced by 80 4980(a) annual penalty of \$2,080 per full-time employee 	<ul style="list-style-type: none"> Employers with 50 or more full-time employees and equivalents must offer coverage (Transition Relief ends) Coverage must be offered to 95% of all full-time employees When calculating the “A” penalty, the full-time employee count is reduced by 30 4980(a) annual penalty of \$2,160 per full-time employee
IRS Reporting (1094-C/1095-C)	
<ul style="list-style-type: none"> Employee statements due March 31, 2016. IRS eFile due June 30, 2016. 	<ul style="list-style-type: none"> Employee statements due January 31, 2017 IRS eFile due March 31, 2017

When you have questions about regulatory or other changes that may affect your company and your policies, contact McCloskey Partners and we will be sure to assist you or make sure you are directed to the appropriate industry experts.

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