

**PPACA Provisions Impacting the State of Alaska as an Employer**

PPACA Provisions Impacting the State of Alaska	P.L. 111-148	P.L. 111-152	Employees		Complete	Retirees		Complete	Estimated Fiscal Impact
			Opt/Mand.	Effective		Opt/Mand.	Effective		
Break Time/Location for Nursing Mothers	Sec. 4207	n/a	mandatory	9/23/2010	X	exempt			No known fiscal impact at this time.
Temporary Reinsurance Program for Early Retirees	Sec. 1102; 10102	n/a	n/a			optional	6/23/2010	X	Application compilation costs estimated at \$13,000 per month. Estimated potential reimbursement for one year \$44,000,000.
Elimination of Annual and Lifetime Limits	Sec. 1001; 10101	n/a	mandatory	9/23/2010	X	exempt			No known fiscal impact at this time.
Extension of dependent coverage up to age 26	Sec. 1001	Sec. 2301	mandatory	7/1/2011		exempt			First year costs are estimated to be between \$600,000 - \$1 million.
Prohibition on Preexisting Condition Exclusions	Sec. 1201; 1255	n/a	mandatory	7/1/2011		exempt			The fiscal impact is unknown at this time. Estimates will be calculated by State's health plan consultants for inclusion in rate setting for both the AlaskaCare Employee and Retiree health plans.
CLASS Act - Long Term Care Insurance Program	Sec. 8002; 10801; 10802	n/a	optional			exempt			No known fiscal impact at this time.
Report value of health care benefits on W2s	Sec. 9002	n/a	mandatory	1/1/2011		exempt			Requires one time form and processing changes estimated to cost \$15,000.
Provisions affecting HSAs, FSAs, and HRAs	Sec. 9003, 9004, 9005; 10902	Sec. 1403	mandatory	1/1/2011		exempt			No known costs for employer.
Uniform Notice of Coverage	Sec. 1001; 10101	n/a	mandatory	3/23/2012		exempt			Minimal cost impact.
Increase in FICA Taxes on Earned Income	Sec. 9015; 10906	Sec. 1402	mandatory	1/1/2013		not known			Minimal cost impact.
Employee Notices Regarding Exchange	Sec. 1512	n/a	mandatory	3/1/2013		exempt			Minimal cost impact.
Mental Health and Substance Use Disorder Services Included in Essential Benefits Package	Sec. 1302; 10104	n/a	mandatory	1/1/2014		exempt			Preliminary estimate, based on what is known today, is approximately \$2.5 million per year. This number will be revised.
Reporting to IRS of Health Insurance Coverage	Sec. 1502	n/a	mandatory	1/1/2014		exempt			The fiscal impact is unknown at this time.
Employer Mandate to Provide Coverage - Penalties for Employers Offering Coverage	Sec. 1513; 10106; 10108	Sec. 1003	mandatory	1/1/2014		exempt			The fiscal impact is unknown at this time.
Employer Mandate - Free Choice Vouchers	Sec. 10108	n/a	mandatory	1/1/2014		exempt			The fiscal impact is unknown at this time.
Excise Tax on High Cost Employer-Sponsored Health Coverage ("Cadillac Tax")	Sec. 9001; 10901	Sec. 1401	mandatory	1/1/2018		mandatory			The fiscal impact is unknown at this time.
SOA as the Employer: Employee & Retiree plans will be assessed a tax of \$2 (\$1 in the case of plan years during fiscal year 2013) per average number of insured lives to finance a comparative effectiveness research program.	Sec. 6302	n/a	mandatory	7/1/2012		exempt			Estimated at \$160,000 assuming 80,000 covered lives from AlaskaCare Employee and Retiree plans.