Status Report on the Affordable Care Act Implementation and Education

August 28, 2014

Background

- Signed into law March 23, 2010

- Enacted comprehensive health insurance reform that rolled out over four years

  - October 2013 – Open enrollment in the *Health Insurance Marketplace* began

  - 2014 – All US residents will have access to health insurance
    - New consumer protections take effect
      - No annual limits in coverage
      - Prohibits discrimination based upon pre-existing conditions
    - Goal is to improve quality and lower costs of health care

STUDENTS

- The colleges and Continuing Education have been actively engaged in providing students with information about the Affordable Care Act (ACA)
  - Workshops
  - Campus Events
  - Information dissemination on campus
    - Websites
    - Posters
    - Flyers
  - Partnering with community agencies to host student insurance enrollment activities on campus

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City College

- Number of Students Enrolled
  - 94 students were enrolled in partnership with the Family Health Centers of San Diego (FHCSD)

- Information Dissemination
  - Associated Student Governance (ASG) Information Session – Spring 2014
    - Students promoted an informational workshop facilitated by the Office of Congressman Scott Peters
  - Onsite Enrollment Sessions
    - ASG Students hosted two enrollment workshops in partnership with the FHCSD
    - A team of two trained FHSCD workers were stationed in the Campus Police post annex station located in the City College Cafeteria in the month on March 2014, to provide individualized attention and enroll City College students by appointments

City College - Continued

- Plan for Fall 2014 Activities
  - Referrals directly to the FHCSD at City College to enroll in the plan
    - The City College Student Health Service plans to continue to refer students, faculty and staff to the new FHSCD location for actual individualized assistance in enrolling
    - Information about referral to FHCSD was shared at Convocation

  - Educating the Campus Community/Upcoming events
    - City College will continue to distribute materials about the Affordable Care Act to students on campus
    - Student Health Services plans to incorporate information about the ACA in classroom visits held each semester, presented by both professional staff and peer mental health mentors
    - Student Health Center information tabling at various events

Mesa College

- Number of Students Enrolled
  - 32 students were enrolled

- Information Dissemination
  - Student Health Services (SHS) held two workshops – 83 attended
    - Information Session/Q&A
    - Information/Registration/Sign-up
  - Associated Student Governance (ASG) held one workshop – 40-50 attended
    - This workshop was scheduled to help the campus community learn more about The Patient Protection and Affordable Health Care Act's health exchange

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Mesa College - Continued

- Plan for Fall 2014 Activities
  - Promoting *Covered California*, through tabling on campus by Student Health Services (SHS)
  - Referring all students without insurance who visit Health Services to the *Covered California* information line
    - Assist students with enrollment
  - Representatives from *Covered California* will be at the college Health Fair this Fall

Miramar College

- Number of Students Enrolled
  - Almost 300 students attended information sessions to learn how to sign-up

- Information Dissemination
  - Community networking to provide workshops and small group information sessions on campus
  - Posting on digital signage
  - Classroom information sessions
  - Pamphlets broadly distributed
  - Information workshops at lunch conducted by Health Services

- Plan for Fall 2014 Activities
  - Continue information dissemination, including community networking
  - Continue outreach to students and referral to *Covered California* for enrollment

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Continuing Education

- Number of Student Enrolled
  - 150 students enrolled

- Information Dissemination
  - Coordination with community-based organization to provide information to students both on and off campus
  - Information sessions conducted

- Plan for Fall 2014 Activities
  - Continue coordination with community-based organization to conduct information sessions and facilitate student enrollment

EMPLOYEES

Impact on SDCCD as an Employer

- Under the Affordable Care Act (ACA), any employee working 30 hours or more per week, or 130 hours or more per month (.75 FTE assignment), is considered "full-time" and is eligible for medical benefits.

- Effective January 2015, medical coverage must be offered to eligible employees within ALL employee groups, including Adjunct faculty, Non-Academic Non-Classified (NANC) employees, and student workers, excluding students in the federal work study program or similar state programs.

- On February 10, 2014, the Department of the Treasury issued final regulations on the Employer Shared Responsibility Payment that would require large employers to face tax penalties for not offering affordable health coverage to full-time employees.

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Implementation Status

- A project team has been meeting for over a year to look into the new regulations, determine the impact to our current business processes and look at what new process would need to be put in place to be compliant and avoid penalties.

- Information regarding the ACA and FAQs have been posted on the Human Resources (HR) web page.

- Employee hours have been tracked for the past two years to provide projections of the number of employees who may become eligible.

- NANC employee position/assignment forms have been streamlined.

Implementation Status - Continued

- HR is working with Keenan/VEBA for a one-time evaluation of the entire District workforce, to provide an initial overall District workforce analysis and impact study.

- A software platform has been purchased through Equifax to provide monthly workforce tracking and reporting, to provide accurate, ongoing tracking to maintain compliance. These reports will be made available to the sites to better allow managers and supervisors to monitor their employees' hours.

Future

- Gathering feedback from other institutions to establish best practices.

- Harnessing technology through reporting and analysis platforms.

- Continuing to review our plan to meet the ACA regulations.

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Questions