**ACA Lessons Learned – Collaborate 2016 Session 101420**

What kept you from getting off the ground?

**Rachel Springob**

**City of Fort Collins:**

Had to do a lookback period. Middle of year enrollment period. Developed own process to ensure they offered coverage. After all ESUs were installed, we watched to see if Oracles program agreed with our findings.

Did anyone have trouble with the limited non-assessment period? Pam said that she did but it was because their data was messed up. Alicia asked what she did for the non-assessment periods. Rachel said that she did a lookback and analyzed the data and found that some of their problem was data. But for the good data, they had to manually look at their records to validate. Alicia said there are only 2 ways to populate 2D – if date started is other than the first of the month or the other way is that they have to be setup in the Employee Eligibility table. Oracle was trying to automate the LNAP data, but they said it is difficult to do this in a repeatable fashion for customers. Looking for ideas. Contact Alicia with any ideas.

**Linda Sloan-Compton**

**Pinal County**

Dependents not being in the system.

When the dependents age out, it doesn’t take that into consideration.

Both spouses work for them. Fiscal year benefit plan. Open Enrollment is in april. Two plan years for data from third party.

SQL’d a lot of data into the F080119.

Did not use Line 15. 30-day rule.T hey were only using DBAs and not benefits, so they had to manually enter those who waived.

Implementing Benefits.

She suggested to Alicia Gambrell to create an overflow page for Dependents.

They also had to add for a Widow of a fallen officer, because their state statutes require that they provide them benefits. This was a complete manual process.

For them, Part 2 and Part 3 were working pretty well because they were using the DBA dates and not Benefit dates.

**Michelle Sawko**

**ABC Bus Company**

For COBRA employees did they need to be setup in the EE Master or Address Book?

If you offered COBRA to a dependent or a former employee who is not in the EE Master, they only need to be in the Address Book.

If COBRA is handled by a third party, then they will report it.

If you are not self-insured, then you don’t have to have the dependent setup in the Address Book. If you are not self insured, you don’t have to submit a part 3.

Regarding ESUs, Michelle used the document on MOS that tracked all the ESUs. She favorite the ones that were still open and then unfavorited after they were applied. She would take the ESUs as they were available. She kept a spreadsheet of all these ESUs so she could track better.

Did anyone else try to use the User Defined Date? She had problems and suggested folks do not use this. Part 3 wasn’t using the User Defined Dates.

Alicia gave some background on how the dates are used and indicated that they may need to use another date for the Start Date, so that it will pick up the right date.

She updated LNAP through SQL because of their eligibility rules associated with their enrollments. One issue she had was when someone switched from FT to PT or Temp, so she had LNAP periods that were not correct. The 1095Cs overrode this.

**Pam Howard**

**Seris Regis**

History Tracking was not on for Date Started, so they had to SQL records.

Alicia Gambrell stated that the F08042 – periods of employment R08118, goes out and looks at history to build the F08118. This is what the program uses to know when the employee was employed. If a Date Started is not in the reporting year, it will look in the EE Master and take what date is there.

Rehires won’t work if you aren’t using Date Started. Date Started is used for Accruals, so they don’t change this when terming and rehiring.

They had trouble with their third party providing the proper code for the COBRA participants. It is not clear which code to use.

**Darren Young**

**Paul Mueller Company**

Used Line 1G for the COBRA for those who were terminated.

Alicia read the instructions and said that it indicates they should use 1H. No one seems to understand what the IRS has instructed, so maybe its 1G if you are self-insured and not employed during the year. 1H is if not self insured and employee during the year.

Regarding ESUs, it was also hard because the government didn’t have their information together.

Question about Best practice – Because they have different pay cycles of weekly and monthly and eligibility falls on a different date. User Defined Date was going to be an option. There is no way to have the enrollment start on a date prior to the eligibility date right now. Using the UDD, there would be a disconnect between the employee’s start date and the dependent. Alicia indicated that Part 3 would be fixed for this and may already be. For Part 2 to be coverage, it is everyday of the month. Part 3 its only 1 day of the month. Developer is rewriting it now. Look at Enrollment table for employee and dependent file for the dependent enrollment date.

For terminations, Alicia indicated that the program looks at the combination of the termination date and enrollment end date.

**Michael**

**Douglas County**

Biggest challenges for ESUs was the package builds. Update packages didn’t work. They found they had to do a full package everytime. Not sure if this is their problem or its due to ESU. Alicia indicated that this is a problem that some customers have, but not sure why.

**NOTE:**

Oracle is waiting on their Software ID number. Customers can still test, but they cannot officially file until this is assigned. Has anybody dabbled in the 1094s? It was a resounding NO in the room.