

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

January 13, 2016

Adjustments to Updated BES ACA Reconciliation Report Due No Later Than January 25

To help you review and reconcile your group's ACA data in BES, DHRM has made available in the HuRMan Repository an updated BES ACA Reconciliation Report, dated 01/12/16. This update includes most of the adjustments submitted following the 12/07/2015 report and a new column that has calculated the 2015 total value of healthcare based on the participant's enrollment. The final reconciliation report for 2015 that includes dependents will be available before the mailing of the 1095 forms to participants. Adjustments required after the final reconciliation report will be handled with a corrected 1095 form.

Please refer to the instructions, sample reports, and correction forms attached to the [E-News dated December 7, 2015](#). Adjustments to the 01/12/16 report must be received by DHRM no later than January 25, 2016.

Your questions regarding the BES ACA Reconciliation Report and revised mailing date for 1095 forms may be emailed to the State Health Benefits Program at ohb@dhrm.virginia.gov. Any questions you have regarding ACA requirements should be directed to your agency counsel.

IRS Announces Employer Affordable Care Act (ACA) Reporting Relief

The original deadline of January 31, 2016 has been extended to March 31, 2016 for providing the ACA-required 1095-C form that proves an employer has offered coverage to an eligible employee or that an employee is covered under the employer's self-insured plan. As a result, DHRM will delay the mailing of these forms to health plan participants until March 1, 2016. For those waiting for the 1095-C, this new date may be later than they prefer to file their individual 2015 income tax returns. According to the IRS, while the information on this form may assist in preparing a return, it is NOT required. Individual taxpayers will generally not be affected by this extension and should file their returns as they normally would. For more details, visit the [IRS website](https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals). (<https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>).

Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at ohb@dhrm.virginia.gov.