

# **BATTERSHELL & NICHOLS WELCOMES YOU**

## **Health care: De-complexing the Complex**

With Steve Herman, Acrisure Insurance

**The presentation will begin shortly...**

# CPE NEEDED?

**WITHIN ONE WEEK, SEND AN EMAIL REQUESTING CPE, COMPLETE THE COURSE EVALUATION AND PROVIDE A LIST OF CPE CODES GIVEN DURING THE PRESENTATION TO:**

**INFO@BATTERSHELLNICHOLS.CPA**

**(ONLY AVAILABLE FOR THOSE ATTENDING LIVE)**

**All CPE codes are provided in the presentation via polls**

# REMOTE ACCOUNTING SERVICES

We provide bookkeeping services to churches and Christian nonprofits including:

- Produce a monthly financial report for leadership
- Process contributions and bills
- Record all transactions in the general ledger
- Reconcile bank accounts, credit cards, and close the books each month
- Process payroll and file all quarterly and annual payroll forms
- Provide budget and cash flow projection oversight
- Give assistance with internal controls

# REMOTE ACCOUNTING SERVICES

Why do we provide this service?

- With online software solutions dramatically improving, outsourced bookkeeping has become a popular alternative to in-house bookkeeping
  
- Top reasons our clients use our remote accounting services:
  - Managing finances distracts the organization from its mission
  - Leadership and members have increased confidence in their finances
  - Tax and accounting regulations are complex and changing faster than ever
  - They want a trusted advisor to provide CPA oversight

# REMOTE ACCOUNTING SERVICES

## CAREER OPPORTUNITY

- We are seeking an individual who has an eye for detail, engages well with customers, and is a team player.
- This job requires transferring data from multiple sources to online sites as well as creating and keeping support documentation for transactions.
  - Associate's degree in accounting or equivalent experience
  - Prior experience as a bookkeeper preferred
  - Experience with QuickBooks Online preferred
  - Experience in church accounting preferred
- To see a complete list of duties and responsibilities, along with the requirements and qualifications, see our website:
  - <https://battershellnichols.cpa/career-opportunities/>



# DISCLAIMER:

- *The author is not engaged by this text or webinar in the rendering of tax, accounting, or similar professional services.*
- *While the tax and accounting issues discussed in this material have been reviewed with sources believed to be reliable, concepts discussed can be affected by changes in the law or in the interpretation of such laws since this text was printed. For that reason, this information and the opinions based thereon cannot be guaranteed.*
- *Before taking any action, all references and citations should be checked for accuracy and completeness, and updated accordingly.*





**Health Care**  
**De-complexing the Complex**  
**(IT COSTS HOW MUCH?)**  
Making Sense of Sometimes  
Nonsensical Solutions



## PRESENTATION GOALS

- Introduction to Health Care Reimbursement Strategies
- Familiarity of Health Care Reimbursement options for your organization
- It is not exhaustive in details
- Provide a guide for your team and trusted advisors

March 20, 2024







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# Acrisure's Story



WATCH OUR FINTECH JOURNEY IN ACTION

Acrisure connects clients to solutions that help them grow and protect their businesses and lives. Being entrepreneurial and innovative is part our DNA. From organic growth and strategic acquisitions to intelligence-driven technology, we're guided by a "total client view" and building a Limitless future.





■ Existing Geographies

- United States
- Canada
- United Kingdom
- Italy
- Netherlands
- Switzerland
- Spain
- Bermuda
- Brazil
- Hong Kong
- France
- Sweden
- Germany
- UAE
- Portugal
- Poland
- Romania
- Bulgaria
- Czech
- Republic
- Slovakia
- Moldova

■ Signed LOIs

- Croatia
- Puerto Rico

GROWING GLOBAL FOOTPRINT

1,000+

Physical Locations

22

Countries

\$4.3B

Pro Forma Revenue

We assist with every aspect of the annual benefits cycle



**Team**

- Acrisure team with deep expertise
- Strategists, actuaries, industry experts, vendor and administration specialists
- Real time availability to all team members
- Offices in 44 states and internationally

**Market Position**

- Sixth largest US broker – Size yields industry influence
- Industry expertise
- Clients of all sizes – We know what the possibilities are for both smaller groups and large groups

**Analytical Powerhouse**

- Sole focus on healthcare consulting for employers, associations, providers and insurance companies
- Emphasis on long-term solvency of programs
- Traditional services + predictive data analytics with a clinical focus
- Team of IT professionals, clinicians and actuaries

**Full Transparency**

- No black boxes – Complete visibility to our work

**Resources**

- Clinicians
- Proactive high claimant advocacy to determine the right care at the right cost at the right time
- National Employee Benefits and Carrier Relations team
- Employee benefits compliance attorneys and HR consultants
- National reinsurance and underwriting expertise

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# Employee Benefits | Areas of Expertise

## HEALTH BENEFITS

- Medical
- Prescription Drug
- Stop-loss
- Dental
- Vision
- Flexible Spending Accounts (FSA)
- Health Savings Accounts (HSA)
- Health Reimbursement Accounts (HRA)
- Health Advocacy
- Employee Assistance Program (EAP)
- Behavioral/Mental Health Benefits
- Substance Abuse
- Menopausal Benefits
- Wellness Benefits

## LIFE AND INCOME PROTECTION BENEFITS

- Basic Life and AD&D Insurance
- Supplemental Life Insurance
- Supplemental AD&D Insurance
- Sick/Short-Term Disability
- Long-Term Disability
- Supplemental Income Protection
- Business Travel Accident
- Emergency Fund

## VOLUNTARY BENEFITS

- Accident
- Critical Illness
- Hospital Indemnity
- Long Term Care
- Pet Insurance
- Identity Theft Protection
- Personal Legal Assistance
- Comprehensive Cancer Support
- Home and Auto Benefits

## EMPLOYEE EXPERIENCE

- Benefits Administration System
- General Benefits Communications
- Benefits Resources
- Individualized Decision Support Tools
- Virtual Benefits Fairs
- Carrier Communications and Resources

## TIME AWAY FROM WORK

- Vacation Days
- Sick Days
- Vacation Carryover
- Vacation Selling
- Vacation Donation
- Community Service Days
- Total PTO Plans
- COVID-19 Leave
- Jury Duty
- Military Leave
- Bereavement Leave
- Miscarriage Leave
- Maternity Leave
- Paternity Leave
- Emergency Time Off

## LIFE ENRICHMENT BENEFITS

- Education Assistance
- Student Loan Programs
- Community and Volunteerism
- Matching Charitable Gifts
- Mindfulness Apps
- Self-Enrichment Fund
- Lifestyle Accounts

## FAMILY FRIENDLY BENEFITS

- Adoption Assistance
- Fertility Assistance
- Surrogacy Assistance
- Breast Milk Freezing and Shipping
- Paid Parental Bonding Leave
- 529 Education Plans
- Dependent Scholarships
- Family Care Leave
- Caregiver Resources
- Employee Discounts and Perks

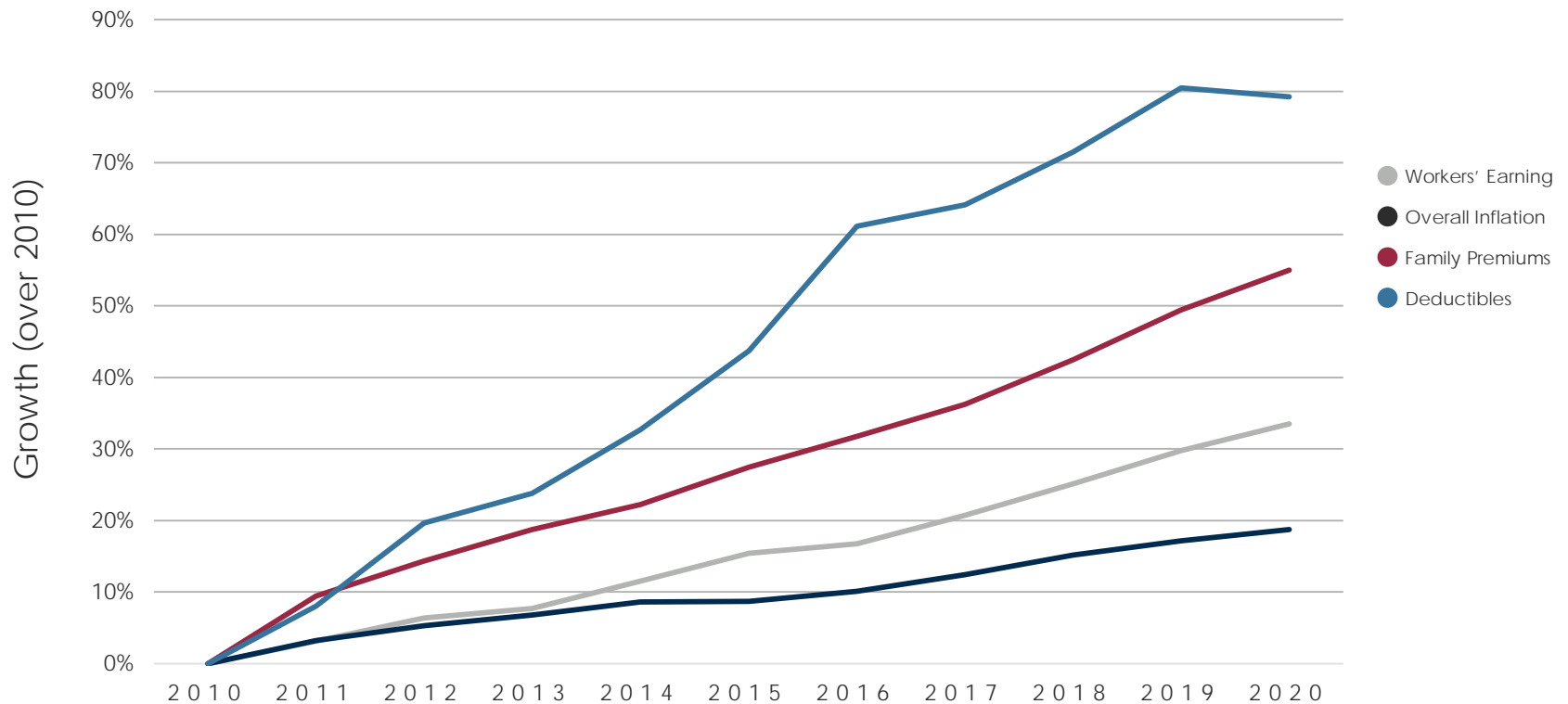
Not to be shared and/or reproduced without the express written consent of ACRISURE

Expanded Definition of Dependents 13

# Polling Question

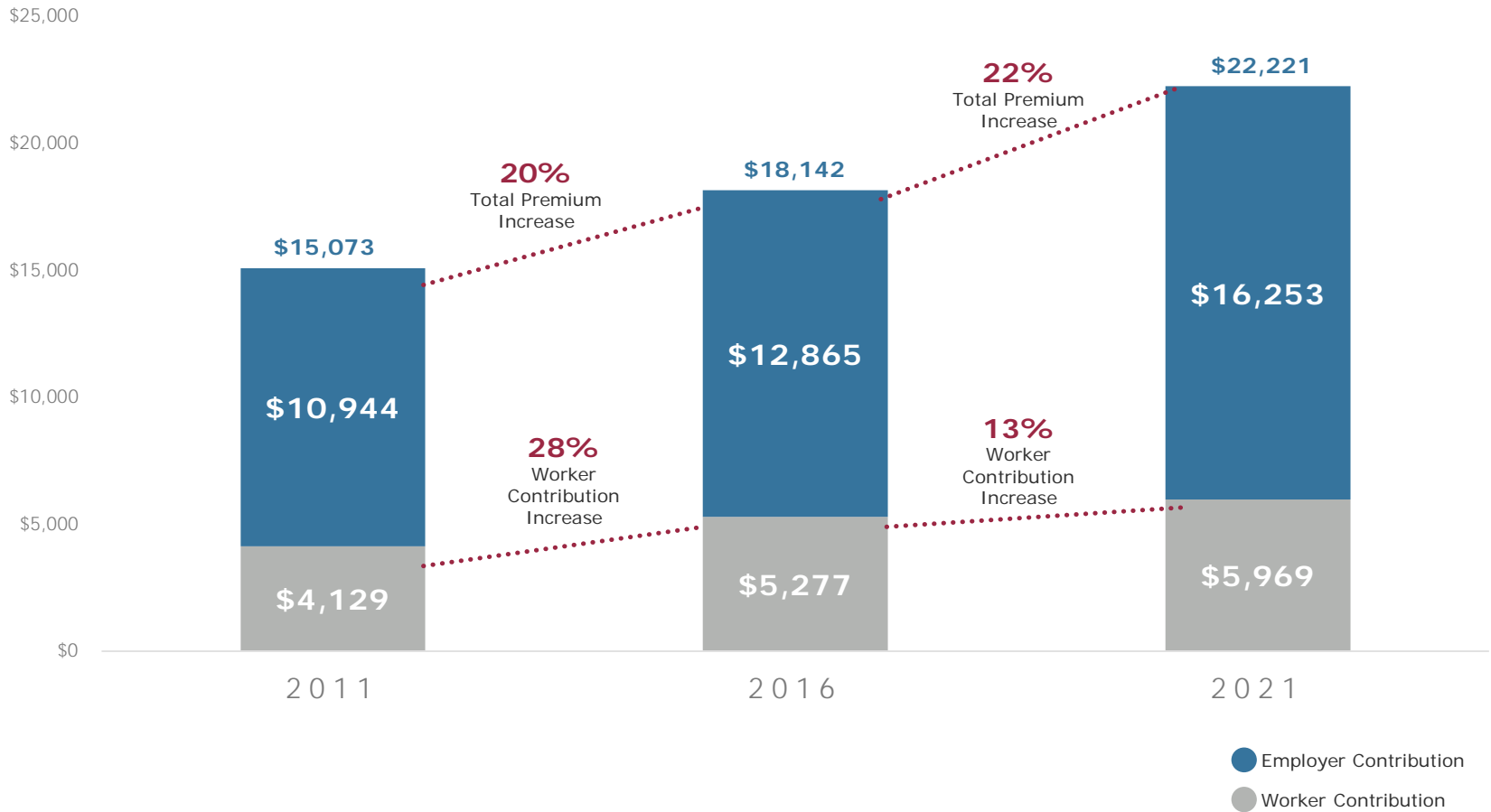
## Premiums & Deductibles

Rising faster than worker's wages over the past 10 years, making sustainability for employees that much more difficult



# Impact to Disposable Wages

## Average Annual Worker & Employer Premium Contributions for Family Coverage



Source: KKR Employer Health Benefits Survey, 2021. KaiserHRET Survey of Employer-Sponsored Health Benefits



### Rising Cost of Drugs: \$100 Million Savings and Growing

- **1-2%** of the population represents **40-50%** of prescription spend
- For every **150** employees, expect one specialty drug to be added to your plan per year at an average cost of **\$55,000** per year
- Prescription spend was **4%** in 1994; it is now expected to pass **40%** in 2025
- **600** drugs seeking FDA approval in 2022 – **70%** are for specialty use
- Many insurance companies **profit most** from their prescription plans

## The “state” of Washington

- While six (6) percent of our populations is uninsured, health care premiums have more than doubled in the past 10 years - *(Seattle Times 12/12/2-23)*
- Access is challenged by hospital system consolidation
- Frequent Provider Disruption
- Average monthly premium cost is \$628 per employee

# POLLING QUESTION

## Healthcare Reimbursement Types

- Health Share Programs (Liberty Share, Medi Share, Samaritan's Purse)
- Health Reimbursement Arrangements - HRA
  - ICHRA - Individual Coverage Health Reimbursement Arrangement
  - QSEHRA – Qualified Small Employer Health Reimbursement Arrangement
- Minimum Essential Coverage Plans
- Small Group Insurance Plans:
- Washington HealthPlanFinder

### Medical Expense Sharing Programs

- Medical expenses are shared by all members in the membership
- Pre-existing conditions or exclusions may apply
- Not considered insurance
- Is not tax deductible by Employer
- Very cost effective to cover an individual/family
  - Low \$100s to high \$400s, respectively
  - Some do not cover prescriptions and in-patient stays

# POLLING QUESTION

## Healthcare Reimbursement Requirements

### ICHRA Requirements:

- Choose an ICHRA if you want to cover premiums for employees that need to purchase individual coverage insurance
- Employees must be enrolled in an individual health plan to use the reimbursement funds
- Allows employers to provide non-taxed reimbursements to employees for qualified health expenses, such as monthly premiums and co-payments
- There are several national third-party administrators offering bundled programs
- Can be administratively burdensome

## Healthcare Reimbursement Requirements

### QSEHRA Requirements:

- To offer a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA), you must have less than 50 full-time employees(ACA)
- Choose a QSEHRA if you do not want to provide a group health program to all your employees
- Provide the arrangement on the same terms to all full-time employees (reimbursement amounts may only vary based on age and the number of individuals covered)
- In **essence** contribute a dollar amount to each employee which allows them to use it to pay health care expenses
- In some cases, if Employers provide a subsidy employees may still qualify for “off-set” subsidies through the Washington HealthPlanFinder
- Can be administratively burdensome



### Minimum Essential Coverage – MEC plans

- An affordable way to cover health services that most people access to
- What a MEC does not typically cover:
  - Hospitalization / Surgeries / Prescription Drugs
- Depending on the level of reimbursement and coverage for services beyond MEC, there are “super” MEC options that third party administrators will offer
- Clarification: Employers cannot be an accredited large employer – ALE - and offer a basic MEC without the risk of Penalties (part B)



## Washington Health Planfinder

- One of a few successful state-based exchanges
- Offers comprehensive coverage to individuals and families
- Applicants with certain incomes can qualify for Washington Apple Health
  - Restrictive Health Care Networks and Limited Insurers
- Certain incomes qualify to financial subsidies
- Website access and rate calculator helps with identification and selection of plans
- Navigator Customer Service Support Team

## Healthcare Reimbursement Requirements

### Minimum Essential Coverage – MEC plans

- An affordable way to cover health services that most people access to
- What a MEC does not typically cover:
  - Hospitalization / Surgeries / Prescription Drugs
- Depending on the level of reimbursement and coverage for services beyond MEC, there are “super” MEC options that third party administrators will offer
- Clarification: Employers cannot be an accredited large employer – ALE - and offer a MEC that does not pass the Minimum Value test

# Healthcare Reimbursement Requirements

## Small Group Medical Options

- ACA Compliant
- Washington State OIC approved plans from 1 – 50 employees
- Depending on Industry, close to 15 different direct – associations – trusts options
  - Churches are not a preferred risk class
- Age Banded Rates with some options distinguishing Male/Female
- The market is best evaluated via approved health insurance advisors / brokers

## Steps to Take to Determine Your Choice

If you choose to purchase group health insurance, give the process 60 days from the desired effective date. Prepare to answer these questions.

- How many Full-time Employees would be benefit eligible
- How many employees are Medicare eligible?
- Do you have a defined budget for health care?
- Is there someone on the team who can be dedicated to administering the plan?
- Do you have a trusted advisor who can help you evaluate options and work through the process?

Question & Answer Period

**DO YOU WANT TO TALK  
FURTHER?**

**EMAIL STEVE HERMAN AT  
SRHERMAN@ACRISURE.COM**



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# **NEXT WEBINAR:**

## **Building Your Retirement Plan Strategy**

**With Geoffrey Schock, Principal, CAPTRUST**

**April 17<sup>th</sup>, 2024**

**1:00 – 2:00 p.m.**



**BATTERSHELL & NICHOLS**  
A PROFESSIONAL SERVICE CORPORATION

# THANK YOU FOR JOINING US!

Please reach out with any questions:

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(253) 839-1620



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