

# edge

HEALTH CARE TOPICS  
OF INTEREST



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## Health Care Reform

### FEATURES ↓

HSA Amounts Released For 2018

Affordability Contribution Percentages Lowered

June Is Oral Health Month

### HSA Amounts Released For 2018

The Health Savings Account (HSA) limits for next year were released by the Internal Revenue Service. For calendar year 2018, the annual limitation on deductions under a high deductible health plan for an individual with self-only coverage is \$3,450 (\$3,400 in 2017) or \$6,900 (\$6,750 in 2017) for family coverage.

For the same calendar year, a “high deductible health plan” is defined as a health plan with an annual deductible that is not less than \$1,350 (\$1,300 in 2017) for self-only coverage or \$2,700 (\$2,600 in 2017) for family coverage, and the annual out-of-pocket expenses – deductibles, co-payments, and other amounts, but not premiums – do not exceed \$6,650 (\$6,550 in 2017) for self-only coverage and \$13,300 (\$13,100 in 2017) for family coverage.

### Affordability Contribution Percentages Lowered

Starting in 2015, the Affordable Care Act's (ACA) employer shared responsibility or “pay or play” rules require applicable large employers (ALEs) to offer **affordable**, minimum value health coverage to their full-time employees (and dependents) or pay a penalty. ALEs are employers that have, on average, at least 50 full-time employees (including full-time equivalents) during the preceding calendar year.

For plan years beginning in 2018, employer-sponsored coverage will be considered affordable if the employee's required contribution for **self-only** coverage does not exceed:

- 9.56 percent (9.69 percent in 2017) of the employee's household income for the year, for purposes of both the pay or play rules and premium tax credit eligibility; and
- 8.05 percent (8.16 percent in 2017) of the employee's household income for the year, for purposes of an exemption from the individual mandate.

These updated affordability percentages are effective for taxable years and plan years beginning after Dec. 31, 2017. **This is the first time the percentages have been lowered since the implementation of the ACA rules.**

The affordability of health coverage is a key point in determining whether an ALE will be subject to a penalty. The employer shared responsibility rules generally determine affordability of employer-sponsored coverage by reference to the rules for determining premium tax credit eligibility. The affordability test applies only to the portion of the annual premiums for self-only coverage, and does not include any additional cost for family coverage. Also, if an employer offers multiple health coverage options, the affordability test applies to the lowest-cost option that also satisfies the minimum value requirement.

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## Wellness

### June Is Oral Health Month

Wellness is about more than just exercise and eating the right foods. No matter your age, taking care of your teeth is also key to a healthy life and it's the reason why the American Dental Association (ADA) is celebrating Oral Health Month throughout June.

Oral health touches every aspect of our lives but is often taken for granted. Your mouth is a window into the health of your body. According to the ADA, your mouth can show signs of nutritional deficiencies or general infection. Systemic diseases, those that affect the entire body, may first become apparent because of mouth lesions or other oral problems.

The ADA estimates some 100 million Americans fail to see a dentist each year, even though regular dental examinations and good oral hygiene can prevent most dental disease. Regular dental visits can contribute to a lifetime of good oral health.

Between visits, the ADA recommends the following easy-to-follow tips:

- Brushing your teeth twice a day with a fluoride toothpaste.
- Cleaning between your teeth once a day with floss or another interdental cleaner.
- Replacing your toothbrush every three or four months.

Also, remember to eat a balanced diet and limiting between-meal snacks.

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Disclaimer: This document does not constitute legal or tax advice; rather, it serves simply to highlight certain regulatory developments and requirements. Confer with legal or tax counsel for specific guidance.

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