

ACA Q&A for Employees

Q. Why did I qualify for medical benefits?

A. The Federal Affordable Care Act (ACA) mandates that an employee who works over 29 hours per week or over 129 hours per month qualifies for full-time medical benefits through their employer.

Q. How long am I covered?

A. Once your benefits begin, you are covered for up to 12 months. Your coverage will terminate if

1) You terminate employment (you will be offered COBRA coverage)

2) You have a qualifying event (marriage, divorce, employment) and inform the benefits team within 30 days.

3) You don't qualify for coverage next year.

Q. What benefits am I eligible for?

A. Salt Lake County offers two medical networks (Regence for the non-IHC Network and SelectHealth for the IHC Network), and a Traditional PPO plan or a High Deductible Health Plan (HDHP).

Q. What coverage can I select?

A. You can decline coverage, elect for yourself, yourself and your spouse, children, or family.

Q. What is the cost?

A. The cost is determined by the plan you enroll in, and cost will be provided during a benefits orientation.

Q. How do I enroll?

A. You will be contacted by a member of the Benefits Team to let you know when the ACA Benefits Orientation will be held. Generally, they are twice a month on Mondays one in the morning and one in the afternoon for about an hour. Once you have attended a benefits orientation, you can go into the PeopleSoft Self-Serve system and make your election.