

From: [Roxanne Ronk](#)
To: [E-OHPSCA-ER.EBSA](#)
Subject: Assessable payment
Date: Wednesday, February 22, 2012 5:34:07 PM

Gentlemen:

Using Box 1 of a W-2 to determine if an employee is eligible to receive an applicable premium tax credit or cost-sharing reduction payment will not be a reliable source of "income".

Example #1

Employee A carries health coverage through employer. Employee A contributes 30% of salary into retirement and other tax sheltered accounts. W-2, Box 1, reflects a greatly reduced taxable income which would not meet the "affordable" coverage dictum. Spouse (who is self-employed) is the main income provider providing a greater salary but does not have health coverage.

Example #2

Part-time employee B (30 hrs) income does not meet the "affordable" coverage dictum. Has additional employment with a greater salary but is not offered benefits through the second employer.

Example #3

Married employees employed with same employer. The person carrying insurance is part-time with deductions for IRA's. Would not meet the "affordable" coverage dictum.

What is the determination of those with health coverage for employee +1, employee+2 or family. Will the "affordable" requirements be based on the individual employee's cost for an individual?

Trying to determine household income would be impossible without income tax returns. Requesting and monitoring income tax returns would create a massive administrative burden on the employer offering health coverage.

Thank you,