

EMPLOYEE BENEFITS NEWSLETTER

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NY Patient-Centered Outcomes Research

Institute (PCORI) Fees

Due August 1, 2022

The next deadline for the Patient-Centered Outcomes Research Institute (PCORI) Fee for self-insured health plans is August 1, 2022. The PCORI fee due August 1, 2022 is applicable for plan years ending in 2021. Plan sponsors of self-insured health plans are required to report their covered lives (and pay the applicable fee based on their plan year) on IRS Form 720 for the second quarter of 2022.

A few quick tips you may find helpful. All self-insured health plans must report and pay the fee, regardless of the number of employees covered.

- The PCORI Fee for plan years ending between January 1, 2021 and September 30, 2021 is \$2.66 per covered life
- The PCORI Fee for plan years ending between October 1, 2021 and December 31, 2021 is \$2.79 per covered life

FSAs and HRAs are considered self-insured health plans subject to the PCORI fee unless they meet one of two exclusions:

- The plan is primarily for employees working or residing outside the U.S.
- The plan is considered an excepted benefit

Generally, health FSAs are considered excepted benefits and do not require a Form 720 unless the employer—and not just the employee—makes contributions to the FSA that exceed the lesser of \$500 annually **OR** a dollar-for-dollar match of the employee's contribution.

If the underlying group health plan is self-funded, then no separate 720 need be filed for the integrated HRA, but rather, one filing and fee for the self-funded group health plan is due covered lives, not just employees.

Compliance Reminders

How should employers provide required posters for remote employees

A new DOL Field Assistance Bulletin clarifies how employers should post required notices in an environment where millions of employees no longer work on their employers' premises where they would usually be able to read official posters.

- Employers should continue to post hard copies at work, ensuring all workers have access to the notices. This helps satisfy a requirement to keep notices posted "at all times"

- Strictly electronic posting is only allowed if all employees work remotely all the time, all communication is electronic and all employees have ready access to the electronic posting at all

- When some employees work onsite and others remotely, the posters must appear physically and be electronically available

- For an electronic posting to meet access requirements, employees must be able to view a file without requesting permission

- Employers must make sure they let employees know where and how to access the electronic notice. Just as with paper postings, the electronic version must be somewhere obvious

HSA and HDHP Limits for 2023

The IRS released new limits for HSA and HDHP's for January 1, 2023. Also announced are the new amounts for the HDHP deductible and out-of-pocket limits for plan years beginning in 2023

- 2023 inflation-adjusted limits for HSA contributions
- HDHP minimum deductible amount and maximum out-of-pocket costs

The adjusted amounts for 1/1/23 are as follows:

2023 HSA contribution limits:

- The 2023 annual HSA contribution limit for individuals with self-only HDHP coverage is \$3,850 (up from \$3,650 in 2022)
- The 2023 annual HSA contribution limit for individuals with family HDHP coverage is \$7,750 (up from \$7,300 in 2022)

2023 HDHP minimum deductible amounts and maximum out-of-pocket costs:

- The 2023 HDHP minimum deductible amount for self-only coverage is \$1,500 (up from \$1,400 in 2022). The IRS maximum annual out-of-pocket cost limit is \$7,500 (up from \$7,050 in 2022 for self-only coverage)
- The 2023 HDHP minimum deductible amount for family coverage is \$3,000 (up from \$2,800 in 2022). The IRS maximum annual out-of-pocket cost limit is \$15,000 (up from \$14,100 in 2022 for Family coverage)

Plan sponsors offering HDHP plans will find the updated figures useful in plan design for the 2023 plan year.

Carrier Updates

Did you know?

CDPHP has a new pharmacy app, CDPHP ConnectRx, On the Go, your employees can:

- Request a medication or pharmacy switch with one-click
- See if you're eligible to save with an [CDPHP Rx for Less](#)
- Get alerts about screenings or appointments you may need to keep you healthy

Applies if CDPHP administers the pharmacy benefit for your plan. Download CDPHP ConnectRx, On the Go from your app store.

<https://www.cdphp.com/members/rx-corner/connect-rx##>

Have your CDPHP member ID handy