

Small Business Programs Advisory Committee (SBPAC)

Meeting 15: October 30, 2024



for small business

Maryland Open Meetings Act disclaimer: Meetings are recorded and posted on MHBE's website along with meeting minutes and presentation slides

Agenda

1:00 - 1:15

Welcome, Agenda

Amber Hyde & Rick Weldon, Co-chairs

1:15 - 1:30

Pathways to Coverage

Mimi Hailegeberel, Small Business Program Manager

1:30 - 2:00

Enhanced Enrollment Portal Design

Dinesh Ganesan, Sr. IT Technologist

2:00 - 2:50

Discussion

2:50 - 3:00

Public Comment

Approve Meeting Minutes

- August meeting minutes were emailed to members on 10/10/2024.

The background is a solid teal color. In the center, there is a stylized graphic of a flower or a four-petaled star. Each petal is a lighter shade of teal and overlaps the center and the other petals. The text "Pathways to Coverage" is centered horizontally and vertically over this graphic.

Pathways to Coverage

Understanding Small Business Challenges

- Rising cost of health insurance premiums remains a top concern for small businesses.
 - Inflation
 - Member utilization (claims)
- Options for small businesses wanting to offer coverage
 - Attract top talent
- Employers face many frustrations, such as a complex regulatory environment, uninformed broker/advisors , and confusing terminology and timelines.
- Simplicity of enrollment platforms

Coverage Access Points

- Connect employees with individual plans, traditional small group or ICHRA.
- MHC-SB currently offers traditional small group plans.
 - Educate and empower employers with employee choice model.
- Establish an ICHRA with broker assistance.



MHC for Individuals

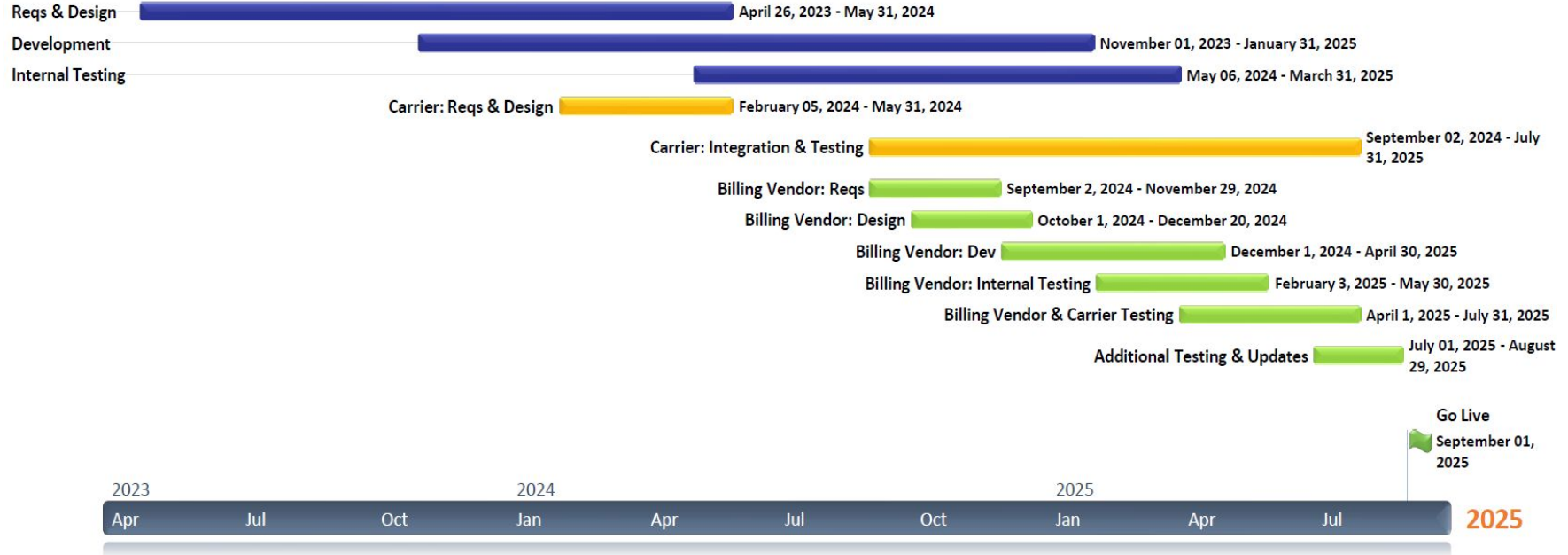
- O/E starts November 1st 2024.
- 25% of MHC enrollees in 2022 were self-employed or small business owners.¹
- Expect to see more growth in the Individual Market.
 - Enhanced subsidies (ARPA)
 - Lower premiums
 - Increasing HRA popularity

1. [U.S. Department of the Treasury](#)

Note: This analysis is based on a 10% random sample of all tax returns. Marketplace coverage is measured using data submitted to the IRS on Forms 1095-A for tax year 2022. Small business owners are defined based on information contained in Form 1040 Schedules C, E and F, Forms 1065, and 1120S.

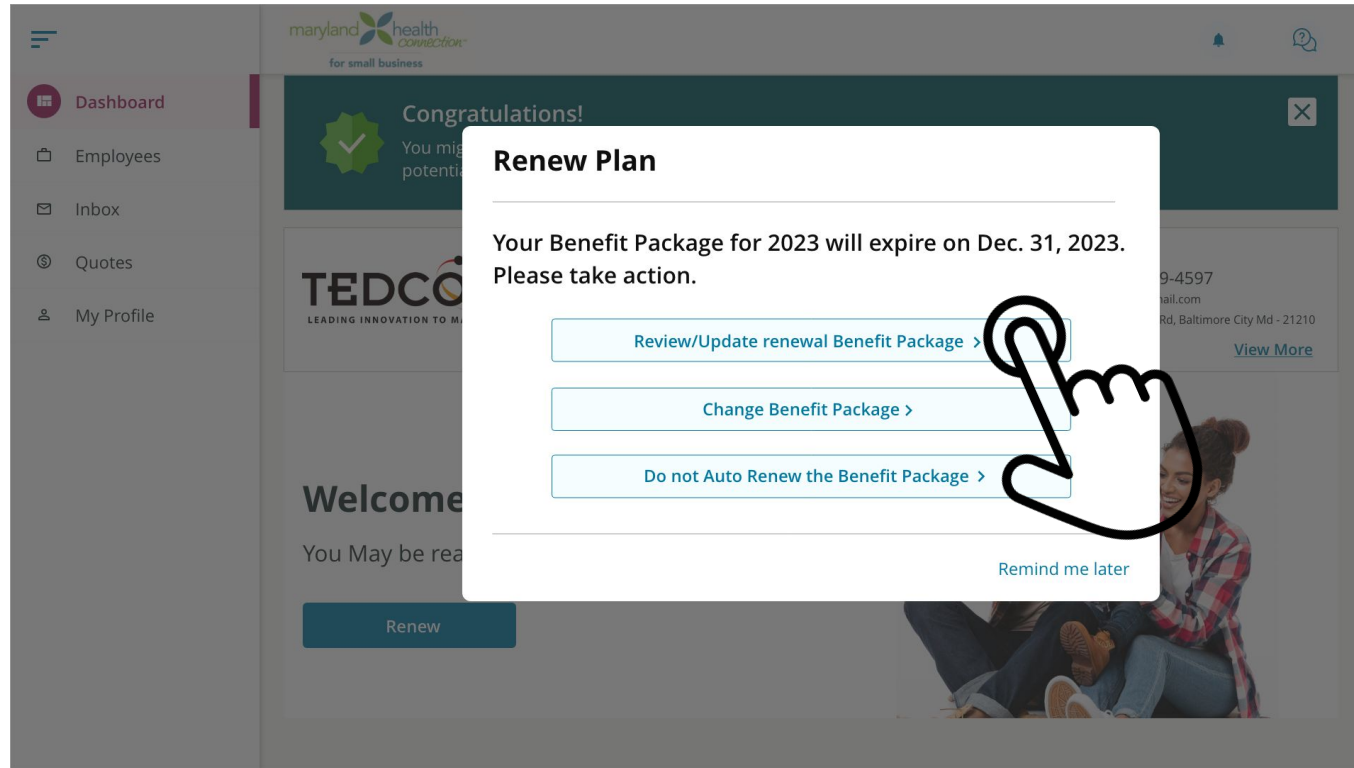
MHC-SB Enrollment Portal Updates

Project Timeline



Updated: Oct 21, 2024

Enhanced Enrollment Portal Design



Interactive
Prototype
Demo



Discussion

Questions

1. Considering our discussion on the Pathways to Coverage, what collective actions can we take to assist small businesses in Maryland in securing affordable health insurance for their employees and reducing the current uninsured rate of 6%?
 - Small businesses can receive rebates through the Medical Loss Ratio (MLR) rule. Under the Affordable Care Act, insurance companies are required to spend a certain percentage of premium dollars on medical care and health services rather than on administrative costs.

If an insurer does not meet the MLR requirements (generally 80% for individual and small group plans), they must provide rebates to policyholders, which can include small businesses. These rebates can help lower overall costs for employers and their employees.
2. Are carriers offering composite rates for small group policies? Are these composite rates offered for on-exchange plans?
 - Simplicity of back-end group administration is essential.

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Public Comment