

Success Story

Capitol Care



ACA Complete Provides Expertise and Support with Navigating the Complexities of the ACA.

The Affordable Care Act's (ACA) employer mandate is complex. Employers must possess a dynamic and advanced compliance process in order to avoid receiving IRS penalty assessments.

Capitol Care, a home health care organization, is part of an industry susceptible to ACA penalty exposure due to the many employee classifications that make up the workforce. For Capitol Care, determining which employees in their workforce were full-time and eligible for ACA benefits proved most challenging.

Business Challenges

1. Rectifying data inconsistencies to ensure employees were properly classified
2. Implementing the best-suited ACA measurement method to accurately track employees' hours of service
3. Creating a process for extending offers of ACA health coverage to employees who qualify

Solutions and Results

Capitol Care needed support implementing an IRS-approved measurement method, identifying the company's employee classifications, and managing its offer-of-coverage process.

Trusaic's ACA CompleteSM solution, available through ADP Marketplace, provided the assistance the organization needed, resulting in:

Measurement Method Implementation for Tracking Employees

Capitol Care implemented ACA Complete's Look-Back Measurement Method and monitored monthly tracking. The result: accurate full-time count. This led to best practices for future ACA reporting years, significantly reducing the likelihood of receiving a future IRS penalty for ACA noncompliance.

Highlights

- Capitol Care, a home health care organization, is part of an industry susceptible to ACA penalty exposure due to the many employee classifications that make up the workforce.
- Trusaic's ACA CompleteSM solution, available through ADP Marketplace, provided the assistance the organization needed

"I cannot overstate the value of the assurance that our employees, in myriad classifications, are offered the appropriate benefits, and that our risk of fines or penalties is so expertly managed."

Acknowledgement of Offers-of-Coverage Process

In order to keep track of offers of coverage, including when to offer and to whom, ACA Complete implemented an Acknowledgement of Offer of Coverage policy for Capitol Care. On a monthly basis, ACA Complete generated forms for employees who would be eligible for offers of coverage. The offers of coverage documented the employee's acknowledgement of receiving an offer. Trusaic kept record of these and the process for offering coverage and recordkeeping became part of the monthly process.

A Dedicated ACA Specialist a Phone Call Away

ACA Complete provided Capitol Care with a dedicated ACA specialist, a rare feature in the ACA compliance solutions space. This helped Capitol Care manage its ACA compliance process on a monthly basis, mitigating potential penalty exposure from the IRS.

ACA Complete Integration with ADP® Payroll Helps Prevent Recurring Data Inconsistencies

Capitol Care, which utilizes ADP for payroll and time and attendance, benefited from ACA Complete's seamless integration of data with ADP. The ACA Complete solution and data connector are available through ADP Marketplace, ADP's digital HR storefront that allows clients to customize their HCM ecosystem. Being able to readily access the ADP data, ACA Complete flags any potential data inconsistencies and reconciles them at the source.

For Capitol Care, this meant open communication with ADP and Trusaic. The employee classification discrepancies were corrected within ADP, preventing them from occurring in future reports.

"I have been nothing less than completely satisfied with the services."

Of Capitol Care's experience utilizing Trusaic's ACA CompleteSM solution, Human Resource Generalist Nicol Shenise said, "I cannot overstate the value of the assurance that our employees, in myriad classifications, are offered the appropriate benefits, and that our risk of fines or penalties is so expertly managed."

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Learn more about Trusaic's ACA CompleteSM integration with ADP Workforce Now® on ADP Marketplace.