Cheat Sheet

Below are the codes used for Offers of Coverage and Safe Harbors. Commonly used codes are highlighted.

# Offer of Coverage Codes:

* 1A - Qualifying Offer
* 1B - Offer to employee only
* 1C - Offer to employee and dependents
* 1D - Offer to employee and spouse
* 1E - Offer to employee, spouse, and dependents
* 1F - Offer of coverage not providing the minimum value. (An employer-sponsored plan provides minimum value if it covers at least 60 percent of the total allowed cost of benefits that are expected to be incurred under the plan. Minimum Value Calculator Tool available.)
* 1G - Employee not full-time and enrolled in self-insured coverage
* 1H - No offers
* 1J – Offer to employee, spouse conditional, not to dependents
* 1K – Offer to employee and dependents, spouse conditional
* 1L – Individual coverage HRA offered to employee only
* 1M – Individual coverage HRA offered to employee and dependents
* 1N – Individual coverage HRA offered to employee, spouse and dependents
* 1O – Individual coverage HRA offered to employees using affordability safe harbor
* 1P – Individual coverage HRA offered to employee and dependents using affordability safe harbor
* 1Q – Individual coverage HRA offered to employee, spouse and dependents using affordability safe harbor
* 1R – Individual coverage HRA that is not affordable offered to employee
* 1S – Individual coverage HRA offered to employee not full-time

# Safe Harbors

* 2A - Employee not employed on any day of the month
* 2B - Employee not a full-time employee for the month and did not enroll in coverage
* 2C - Employee enrolled in coverage offered
* 2F - W-2 safe harbor (can only be used if employee chose not to take coverage offered, his/her salary was annualized **and** they did not receive a decrease in pay over the calendar year)
* 2G - Federal poverty line safe harbor (uses the following calculation: 12,490 poverty level for 2020 X 9.78% divided by 12 monthly installments = $101.79. As long as the employee share of the lowest premium option does not exceed this amount, you can use this safe harbor. Most districts contribute only $225, making the employee share $161 so this Safe Harbor would not apply, however, if your district contributes more, this may be applicable.)
* 2H - Rate of pay safe harbor (uses the following calculation: Employee’s hourly rate X 130 hours X 9.78%.) As long as the employee share of the lowest premium option does not exceed this amount, you can use this safe harbor. Example of a full-time employee earning $15 per hour: 15 X 130 X 9.78% = $190.71. Most districts contribute $225, making the employee share $161.00 so this Safe Harbor would apply.

**Note: percentage will go to 9.83 for 2021.**