

Individual Coverage Health Reimbursement Arrangement (ICHRA) Worksheet

Employers may choose to offer an Individual Coverage Health Reimbursement Arrangement (ICHRA) instead of a traditional group health insurance plan. An ICHRA provides funds to reimburse employees for the cost of premiums for individual health insurance or Medicare, as well as certain qualifying out-of-pocket medical expenses.

If your employer offers you an ICHRA, you must enroll in individual health insurance through Nevada Health Link or, Medicare Parts A and B or Medicare Part C.

This worksheet will help you determine whether your ICHRA is considered affordable under federal rules:

- If you accept an affordable ICHRA, you cannot receive premium tax credits to lower the cost of a Nevada Health Link plan.
- If your ICHRA is not considered affordable, you may be eligible for premium tax credits when purchasing Marketplace coverage.

Step 1: Gather what you need.

- **Your most recent ICHRA notice.** You should've gotten this from your employer. If you didn't, check with them.
- **The adjusted gross income amount from your most recent federal income tax return.** You'll need this for Step 3 to determine your household income for the year you're offered the individual coverage HRA.
- **A calculator.** Or use the calculator function on your computer or mobile device.
- **Access to [Enroll.NevadaHealthLink.com](https://enroll.nevadahealthlink.com)**

Step 2: Enter your ICHRA amount.

Employee Information	
a. Enter the yearly, self-only ICHRA amount offered to you by your employer. <i>If you didn't get the full-year amount provided in the notice—like if you gained employment during the HRA's plan year—enter the self-only amount that you'll get.</i>	2a \$
b. If the ICHRA <u>is</u> offered to you for the entire year: <i>Divide 2a by 12. Enter the result here.</i> -OR- If the ICHRA <u>is not</u> offered to you for the entire year: <i>Divide 2a by the number of months you're being offered the ICHRA. Enter the result here.</i>	2b \$

Step 3: Enter your household income.

Employee Household Information

a. Enter your expected household income for 2025.	3a \$
b. Divide 3a by 12. Enter the result here.	3b \$
c. Multiply 3b by 9.02% (.0902 on your calculator). Enter the result here. Note: The 9.02% applies only to plans that will start in 2025.	3c \$

Step 4: Calculate if the ICHRA meets requirements for “affordability.”**ICHRA Calculation**

<p>a. Enter the premium amount of the lowest cost silver plan.</p> <p><i>To get this amount, follow these steps:</i></p> <ol style="list-style-type: none"> 1. Visit Enroll.NevadaHealthLink.com and select the Start Shopping button. 2. Enter your ZIP code. 3. When asked who's in your household, enter information (including birthdate) just for you. 4. Leave the annual tax household income field blank and select the “Browse Plans” button. 5. On the next screen, select the “Skip to View Plans” button. 6. You'll see a list of plans. In the left panel, check the “Silver” checkbox under Metal Level. 7. Under Sort By, select “Monthly Price.” 8. Review the first plan listed. 9. Find the monthly premium amount from the first plan listed and enter it here. 	4a \$
<p>b. Enter your monthly premium minus your monthly, self-only ICHRA amount.</p> <p><i>To get this amount, subtract 2b from 4a.</i></p>	4b \$
c. Enter the amount from 3c.	4c \$
<p>d. Is the 4b amount more than the 4c amount?</p> <p><i>Select Yes or No.</i></p>	<p>4d</p> <p><input type="checkbox"/> Yes <input type="checkbox"/> No</p>

Step 5: Find out if you may qualify for a premium tax credit with your ICHRA.

- **If 4d is Yes: Your ICHRA isn't considered affordable. This means you may be eligible for a premium tax credit to lower the cost of coverage through NVHL** for you and your household members **only** if you **opt-out** of your employer's ICHRA offer.
- **If 4d is No (or if 4b and 4c are equal): Your ICHRA is considered affordable. This means you're not eligible for a premium tax credit** to lower the cost of coverage through NVHL for you and your household members (if the offer is extended to them). It's a good idea to accept your employer's ICHRA offer to help pay your premiums and enroll in a plan.

Qualifying consumers may be eligible for an Advanced Premium Tax Credit (APTC) to lower their monthly health insurance payment for coverage through NV Health Link. Consumers covered by an ICHRA or offered an ICHRA that is affordable will not be eligible.

If you are completing your NV Health Link application and determined your ICHRA is affordable with this worksheet, or if you'll be covered by an ICHRA during your NVHL plan's coverage period, don't request any APTC. If the ICHRA is also offered to your household members, don't request any APTC for them. If you're starting your NV Health Link application, you should select the application **without** financial help. If you have already submitted an application **with** financial help, or you are unsure, contact NVHL at 1-800-547-2927 TTY 711 to report your offer of an affordable ICHRA, or that you are covered by an ICHRA.

Step 6: Apply for Marketplace coverage.

If you are starting your Nevada Health Link application, you have two options:

- Check if you (or other household members) qualify for other qualifying health coverage, or if any household members not provided the ICHRA qualify for a premium tax credit. On your application, choose that you want to check for all savings options.
- Select that you do not want to check for savings options to skip this step.

If you have already completed your Nevada Health Link application, come back to your application at [nevadahealthlink.com](https://www.nevadahealthlink.com) to lower your premium tax credit amount.

Note: You (and any eligible household members) may qualify for a Special Enrollment Period to enroll in or change NV Health Link coverage outside Open Enrollment (November 1–January 15) if you newly gained access to an ICHRA. You'll need to submit an application and choose a plan in time for it to take effect by the date that your ICHRA starts. However, your employer might offer different options for when your ICHRA can start to give you more time to enroll. Contact them or check your letter to find out if this applies to you.

Need more information?

- Visit <https://www.nevadahealthlink.com/hra-resources/>
- For specifics on your coverage ICHRA offer, like its start date and if it covers dependents, check your ICHRA notice or contact your employer.
- Call Nevada Health Link (NVHL) contact center at: 1-800-547-2927