



# TEXAS ASSOCIATION of COUNTIES HEALTH AND EMPLOYEE BENEFITS POOL

*ACTION REQUIRED BY OCTOBER 15<sup>TH</sup>*

Date: July 26, 2021

To: TAC HEBP Members

From: Rob Ressmann, Health & Benefits Services Operations Manager

**RE: Employer Requirements for Notice of Creditable Coverage**

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It is again time for employers to prepare and distribute to their employees the Notice of Creditable Coverage as required by the federal Centers for Medicare and Medicaid Services (CMS). We are providing this email as a reminder along with some helpful resources for you.

CMS requires all employers to notify their Medicare-eligible enrollees at least annually of the Creditable Coverage status of your pharmacy benefit coverage. Your Notice of Creditable Coverage must be sent to all Medicare-eligible enrollees (employees, retirees and dependents) **no later than October 15, 2021**, regardless of your plan anniversary date. For your convenience, we have developed a sample notice that follows the CMS guidelines and placed it on the TAC website. You can download the document into Microsoft Word and insert your county or organization name. The document can also be found on the TAC website along with other helpful hints at:

<https://www.county.org/Health-Benefits/Medicare-D>

In addition to the Notice of Creditable Coverage for your enrollees, all employers must also disclose to CMS the Creditable Coverage Status of their pharmacy benefit coverage. All pharmacy benefits plans offered by the TAC Health and Employee Benefits Pool are Creditable Coverage. The pharmacy plans offered in conjunction with CountyChoice Silver are also Creditable Coverage.

CMS requires this disclosure to be completed online at their website. You must log into the CMS website to complete this disclosure. The web address is:

<https://www.cms.gov/Medicare/Prescription-Drug-Coverage/CreditableCoverage/CCDisclosureForm.html>

The complete disclosure process should take you less than 15 minutes and we have prepared a “Helpful Hints” document that will guide you through the process. You can download the “Helpful Hints” at

<https://www.county.org/Health-Benefits/Medicare-D>

CMS requires entities to complete this disclosure **no later than 60 days after the plan anniversary date**. For example, if your anniversary date is October 1, you have until November 30 to complete your disclosure. If your group has been approved for the Retiree Drug Subsidy, CMS has already been informed of your status and thus online disclosure is not required.

If you have questions, please contact your TAC Employee Benefits Specialist at 1-800-456-5974.