



The Small Business Health Care Tax Credit & Premium Assistance Programs

If you participate in the Small Business Health Options Program (SHOP) Marketplace, you may qualify for the Small Business Health Care Tax Credit and state premium assistance programs. These can help to lower the cost of health insurance premiums. Your employees also may be eligible to get state premium assistance payments and tax credits.

The Small Business Health Care Tax Credit

The Small Business Health Care Tax Credit can be worth up to 50% of your premium contributions (up to 35% for tax-exempt employers). To qualify for the tax credit, you must have all of these:

- Fewer than 25 full-time equivalent (FTE) employees
- An average employee salary of \$50,000 per year or less adjusted yearly for inflation
- A contribution of at least 50% of your full-time employees' premium costs
- Employees enrolled in coverage through the SHOP Marketplace

You don't need to offer coverage to your part-time employees (those working fewer than 30 hours per week) or dependents to qualify for the tax credit.

The [Small Business Health Care Tax Credit Estimator](https://www.healthcare.gov/shop-calculators-taxcredit) at [HealthCare.gov/shop-calculators-taxcredit](https://www.healthcare.gov/shop-calculators-taxcredit) can help you determine if your business may qualify for the tax credit, and how much it could be worth.

State premium assistance programs

In addition to the Small Business Health Care Tax Credit, the tables on pages 2-3 list some state premium assistance programs that may be available to you and your employees based on your location.

Alabama: Deductions for Health Insurance Premiums

Type of assistance	What assistance offers	What employers/employees must do
<p>Tax Deduction</p> <ul style="list-style-type: none"> Available to employers and employees Given yearly as a tax deduction 	<ul style="list-style-type: none"> A 150% tax deduction for employers who contribute toward employees' premium costs 100% tax deduction for employees 	<p>Employers must:</p> <ul style="list-style-type: none"> Employ 2-25 full-time employees Provide coverage through an employer-sponsored plan <p>Employees must:</p> <ul style="list-style-type: none"> Be a resident of Alabama employed by a qualifying employer Earn no more than \$50,000 in wages, and report no more than \$75,000 in adjusted gross income on his or her Alabama individual income tax return (\$150,000 if filing a joint return)

Arizona: Health Insurance Premium Tax Credit

Type of assistance	What assistance offers	What employers/employees must do
<p>Tax Credit</p> <ul style="list-style-type: none"> Available to employers through lower premiums Given yearly as a tax credit for up to 3 years 	<ul style="list-style-type: none"> Single coverage*: the lowest amount of \$1,000, or 50% of the employee's yearly premium Family coverage**: the lowest amount of \$3,000, or 50% of the employee's yearly premium Based on the employer's application for a Certificate of Eligibility The final credit is determined by the number of employees enrolled on the effective date of coverage, but can't exceed the amount on the Certificate of Eligibility 	<p>Employers must:</p> <ul style="list-style-type: none"> Employ 2-25 full-time and part-time employees Have an operating location in Arizona for at least one year Not provide health insurance to its employees for at least six consecutive months prior to applying for the tax credit Apply for Certificate of Eligibility Get health coverage within 90 days from the Certificate of Eligibility issue date

***Single coverage example:** Janice's Flower Shop pays \$3,500 toward Jim's premium for single coverage. Janice's Flower Shop is entitled to a tax credit equal to the lowest amount of \$1,000 OR 50% of \$3,500 (or \$1,750). Janice's Flower Shop would be limited to a tax credit of \$1,000.

****Family coverage example:** Bill's Automotive pays \$5,000 toward John's premium for family coverage. If Bill's Automotive gets a Certificate of Eligibility from the Arizona Department of Revenue, it would be entitled to a tax credit equal to the lowest amount of \$3,000 OR 50% of \$5,000 (or \$2,500). Bill's Automotive would be limited to a tax credit of \$2,500.

Georgia: Qualified Health Insurance Expense Credit

Type of assistance	What assistance offers	What employers/employees must do
<p>Tax Credit Available yearly to employers and is non-refundable.</p>	<p>A \$250 tax credit for employers per each qualified employee.</p>	<p>Employers must:</p> <ul style="list-style-type: none"> Employ 2-50 employees Make high deductible health plans available to all employees <p>Employees must:</p> <ul style="list-style-type: none"> Be enrolled in a high deductible health plan for 12 consecutive months

Indiana: Healthy Indiana Plan (HIP)

Type of assistance	What assistance offers	What employers/employees must do
<p>Premium Assistance Payments</p> <ul style="list-style-type: none"> Available to employees of participating employers Given as a direct reimbursement from the state 	<p>Employees are reimbursed for premium and out-of-pocket costs.</p>	<p>Employees must:</p> <ul style="list-style-type: none"> Be Indiana residents Be 19-64 years of age Have a household income at or below approximately 138% of the Federal Poverty Level (FPL) Share in the costs of the monthly premium in an amount equal to 2% of their quarterly income <p>Employers must:</p> <ul style="list-style-type: none"> Offer SHOP Marketplace plans that meet the minimum benefit requirements of the health care law and are verified as affordable options for employees Contribute at least 50% to employees' premium costs

Kansas: Employer Health Insurance Contribution Credit

Type of assistance	What assistance offers	What employers/employees must do
<p>Tax Credit Available yearly to employers as a refundable tax credit for up to 3 years.</p>	<p>The tax credit offers:</p> <ul style="list-style-type: none"> \$70 per month per eligible covered employee for the first 12 months of participation \$50 per month per eligible covered employee for the next 12 months of participation \$35 per month per eligible covered employee for the next 12 months of participation 	<p>Employers must:</p> <ul style="list-style-type: none"> Be subject to the Kansas corporate income tax Have 2-50 employees working at least 30 hours per week Have a small employer health benefit plan or contributed to a Health Savings Account (HSA) of an eligible employee after December 31, 2004 Not have contributed to a health insurance premium or HSA on behalf of an eligible employee within the 2 years before claiming the credit

Oklahoma: Insure Oklahoma Employer Sponsored Insurance (IO ESI) Plan

Type of assistance	What assistance offers	What employers/employees must do
<p>State Reimbursement</p> <ul style="list-style-type: none"> Available to employees of participating employers Given monthly as a direct reimbursement from the state by check or direct deposit 	<p>Pays 60% of employee's monthly premium costs.</p> <ul style="list-style-type: none"> Employers must contribute at least 25% of the remaining 40% toward employee's monthly premium costs Employees must contribute no more than 15% toward their own premium costs 	<p>Employees must:</p> <ul style="list-style-type: none"> Meet income guidelines (maximum of 200% of the FPL) Contribute no more than 15% toward premium costs, and no more than 15% toward a qualified dependent's premium costs (this amount may be reduced depending on household income) Be between ages 19-64 Be a U.S. citizen (or permanent resident) Not be enrolled in another state program <p>Employers must:</p> <ul style="list-style-type: none"> Have an operating location in Oklahoma Have no more than 250 total employees Provide a qualified health plan, approved by Insure Oklahoma (some qualified health plans may be offered through the SHOP Marketplace) Contribute at least 25% of the premium for each qualified employee

For more information about the premium assistance programs available, contact a tax professional and visit:

- Alabama Department of Revenue: revenue.alabama.gov/incometax/1webreghold/810-03-015_3.cfm
- Arizona Department of Revenue: azdor.gov/taxcredits/healthinsurancepremiums.aspx
- Georgia's Health Insurance Credit Form: dor.georgia.gov/sites/dor.georgia.gov/files/related_files/document/TSD_Qualified_Health_Insurance_Expense_Credit_Form_ITQHIE.pdf
- Indiana HIP 2.0: in.gov/fssa/hip/2489.htm
- Kansas Department of Revenue: ksrevenue.org/taxcredits-employer.html
- Insure Oklahoma: insureoklahoma.org/IOemployer.aspx?id=3752e

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