

County of Santa Clara

Employee Services Agency

Employee Benefits

400 Race St. – Suite 201
San Jose, California 95126



How to Read Your Form 1095-C & FAQs

The following provides an explanation of the information provided on Form 1095-C for calendar year 2021.

Part I: Provides detailed information regarding the employer and employee.

Part II: Provides the following information:

- **Line 14:** Shows when the employee was offered medical coverage for each month of the calendar year. Definitions for the codes shown on the form are listed on the back of the Form 1095-C.
- **Line 15:** Shows the employee's share of the lowest cost monthly employee-only premium that the County offers. This may not be the amount the employee actually paid if the employee chose a different health plan or covered dependents.
- **Line 16:** Reflects any safe harbor relief, per IRS Code Section 4980H, that may apply. The code(s) listed provide the IRS with information to administer the employer shared responsibility provisions.

Part III: This section is blank. The County does not provide self-insured medical coverage and, therefore, is not required to complete this section.

Frequently Asked Questions

1. What is this form I am receiving?

- a. A Form 1095-C is like a Form W-2. Employers send one copy to the Internal Revenue Service (IRS) and one copy to you. A Form W-2 reports your annual earnings. A Form 1095-C reports your health care coverage throughout the year.

2. Who is sending it to me, when, and how?

- a. Your employer, County of Santa Clara, will provide a Form 1095-C to you by mail. It will be postmarked by March 2, 2022. You may also receive a 1095-B form from your health insurance company that contains similar information.

3. Why are you sending it to me?

- a. The Form 1095-C shows that you and your family members either did or did not have health coverage during each month of the past calendar year. The IRS requires that your employer send verification of this information to them and a copy to you.

4. What am I supposed to do with this form?

- a. Keep it for your tax records. You don't need this form in order to file your taxes, but when you do file, you'll have to tell the IRS whether or not you had health insurance for each month of 2021. The Form 1095-B from your insurance carrier shows if you had health insurance through your employer. Since you don't need the Form 1095-C to file your taxes, you don't have to wait to receive it if you already know what months you did or didn't have health insurance in 2021. When you do get the form, keep it with your other 2021 tax information in case you should need it in the future to help prove you had health insurance.

5. What if I get more than one 1095 form?

- a. Someone who had health insurance through more than one employer during the year may receive a 1095-B or 1095-C from each employer/health insurance company. Some employees may receive a Form 1095-A and/or 1095-B reporting specific health coverage details. Just keep these – You do not need to send them in with your 2021 taxes.

6. What if I did not get a Form 1095-B or 1095-C?

- a. If you believe you should have received one but did not, contact the Employee Benefits Department by phone at (408) 970-2600 or by email at benefits@esa.sccgov.org.

7. I have more questions – Who do I contact?

- a. Please contact the Employee Benefits Department by phone at (408) 970-2600 or by email at benefits@esa.sccgov.org. You can also go to the IRS website called <https://www.irs.gov/affordable-care-act/questions-and-answers-about-health-care-information-forms-for-individuals> that covers most of what you need to know.