Integrity Data

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Large Multi-Entity Home Health Provider Tackles Complex ACA Compliance with Ease

HEALTHBACK®
HOME HEALTH

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Sabrina Spencer, COO

HealthBack has been providing personalized home health services since 1996 to homebound patients and families in Oklahoma, Kansas, Missouri and Texas. The organization operates multiple entities across 36 branches and manages approximately 800 employees over the course of the year. Specialized staff often work across different branches and can fluctuate weekly between full-time, part-time, salary, temporary, on call, etc. resulting in highly complex payroll.

When the Affordable Care Act (ACA) was introduced, HealthBack COO, Sabrina Spencer, knew right away that with their complicated staffing and payroll model it would be extremely difficult and time-consuming to try and manually manage the IRS reporting requirements around ACA. "One initial concern was having so many people within the company, multiple EIN numbers and tracking a high volume of variable employees. We weren't sure how best to consolidate hours and figure out if someone is full-time or part-time to report monthly eligibility or if we were paying enough of the cost of the health insurance."

Sabrina set out to find a solution that would help them meet all ACA compliance obligations by the filing deadlines. She spoke with several independent payroll service providers, a company their health insurance broker referred them to, as well as numerous vendors at the Microsoft Dynamics® GP Users Group conference.

"The only solution that made sense with the least amount of work for us was Integrity Data's ACA Compliance solution. We have been using several of their Dynamics GP add-ons for payroll with great success and knew how great they are to work with. Their ACA solution was the only one that allowed us to use what we already have and keep everything in-house instead of handing over our information to another party, which we weren't comfortable with," shares Sabrina.

Multiple EIN Numbers and Variable Hour Employees
One Comprehensive ACA Solution

An Integrity Data specialist collaborated with HealthBack staff and their Dynamics GP partner to gather all details and requirements. He walked through the implementation process and trained Sabrina on the ACA Compliance solution. "He was awesome. He walked me through everything, watched me set it all up and we were good to go very quickly," Sabrina reports.

HealthBack imported all of their data from Dynamics GP into the ACA Compliance solution which then automatically coded and prepared the 1095-C and 1094-C forms for them. They were able to send approximately 800 employee statements and e-file with the IRS by the respective deadlines with ease. In addition, they can now automatically track eligibility and affordability of coverage for all employees on a monthly basis which was a big concern for them initially.

Sabrina and the HealthBack team have enjoyed the simple, smooth process of implementing the ACA Compliance solution. "Integrity Data understands the struggles we as employers are dealing with. They know the laws, reporting, how to guide you through what's needed—everyone there knows what they are talking about. They're knowledgeable, sincere, professional, intelligent, and we love working with them. Their ACA solution and Dynamics GP payroll add-ons have made our payroll manager extremely happy. They make it all so easy!"

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Integrity Data is ready to help you with the software tools, support and expertise you need to be ACA-compliant with the IRS quickly and painlessly.

Learn more about the ACA Compliance solution by calling Integrity Data at 888.786.6162 or visit www.integrity-data.com/aca