



County Perspectives on H.R.1 Medicaid Work Requirements & Eligibility Determinations

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About the Association



The North Carolina Association of County Commissioners (NCACC) is a non-partisan organization that serves as a voice of all 100 counties on issues considered by the General Assembly, Congress, and federal and state agencies.

NCACC provides expertise to counties in the areas of advocacy, research, risk management, and education and leadership training.

To learn more about the Association, visit **ncacc.org**.

NCACC Mission & Vision



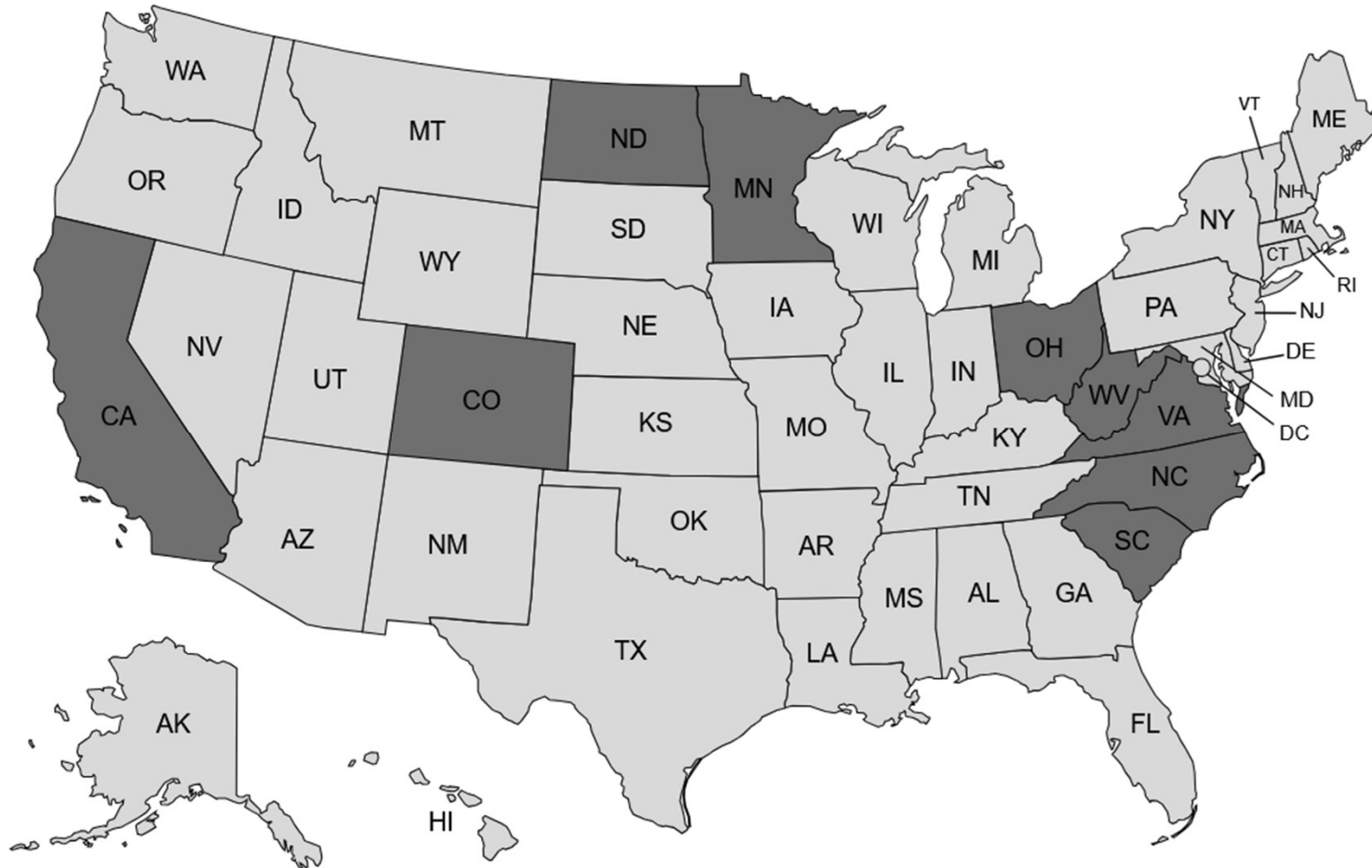
NCACC Mission Statement

Our Association supports and promotes the well-being of all North Carolina counties through advocacy, education, research, and member services.

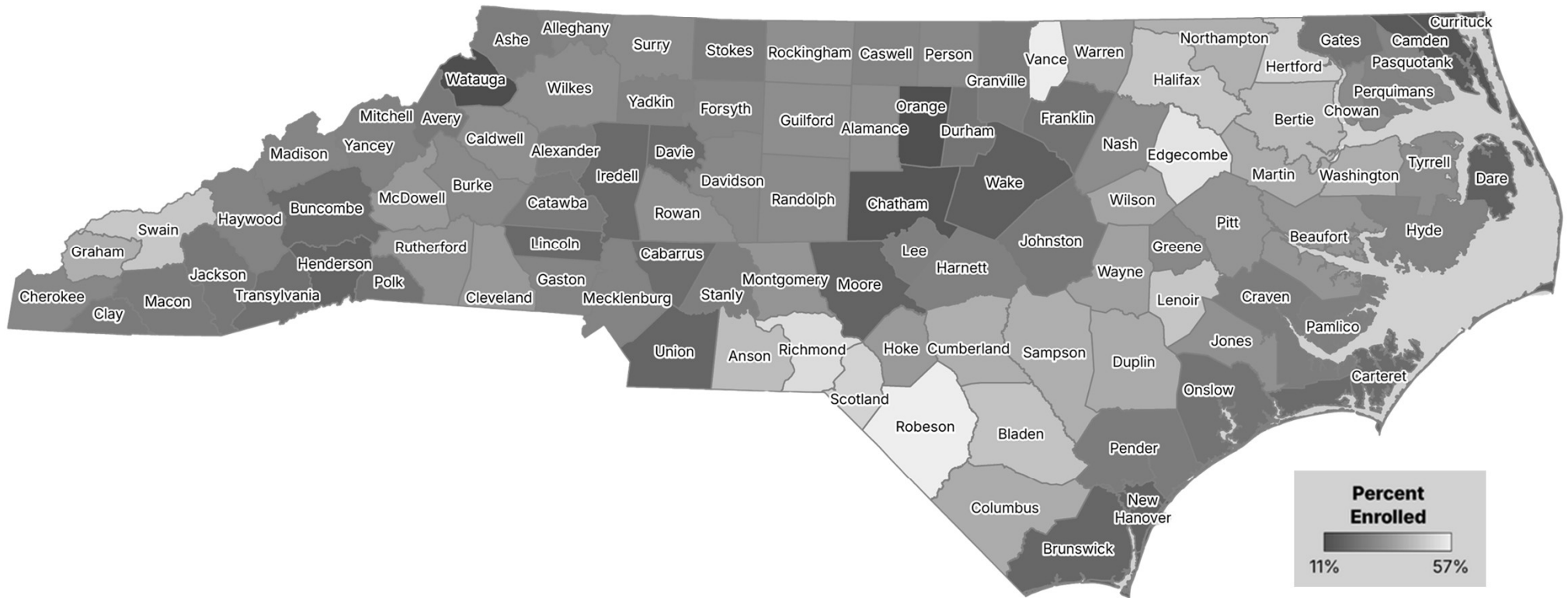
NCACC Vision Statement

Empowering 100 counties to work together for the betterment of one state.

Medicaid Administered by Counties

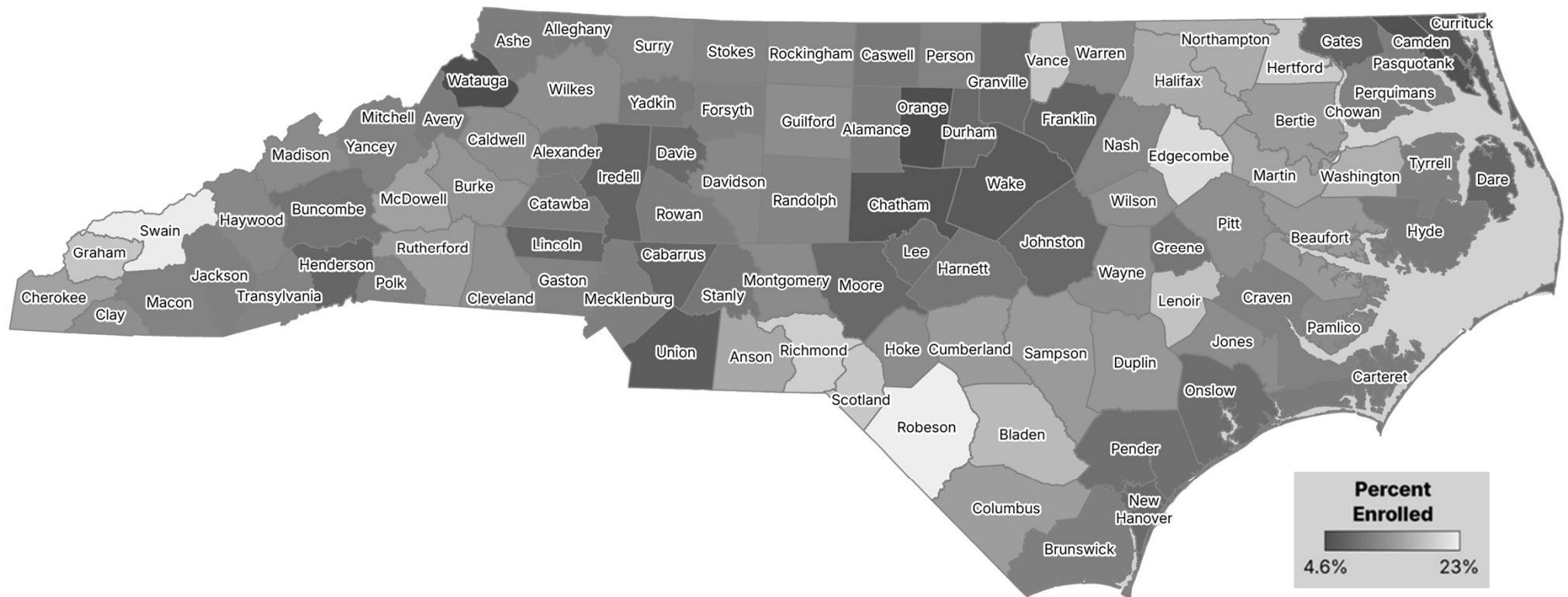


Traditional Medicaid Populations by County



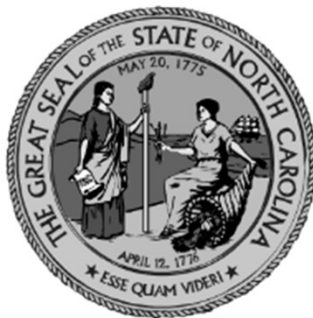
Source: NCACC County Map Book 2025

Medicaid Expansion Populations by County



Source: NCACC County Map Book 2025

Partners in Implementation



NCDHHS

County Challenges: Policy & Guidance



- Error rates climb as policies and guidance change
- Changing guidance causes filing errors, requiring county staff investigations and delays in processing
- Lack of timely federal guidance makes it difficult to work ahead on implementation requirements

County Challenges: Employees



- County staff will need to navigate new work & eligibility requirements, plus more frequent eligibility checks.
- As eligibility checks and redetermination frequencies increase, benefit terminations and denials will increase
 - Terminations and eligibility denials must be checked manually, taking county employee time and increasing administrative costs
- DSS staff are county employees, subject to salary challenges and competition from private sector & other local governments

County Challenges: Resources



- New software acquisition and training will be required to achieve new workflow efficiency and automation
- Lack of federal funding support will strain counties' ability to predict staffing needs and budget accordingly
- Counties begin planning budgets in March & approve them in June. New employees must be hired in mid-2026 and trained to implement H.R.1 mandates in time for deadlines in early 2027.

County Requests



- Fund additional administrative improvements to streamline review of new work requirements and eligibility determinations
- Approve funds in early 2026 to provide certainty for county budgeting
- Ask Congress for timeline flexibility and reasonable funding to implement H.R.1 requirements



Centralization



National Advocacy

- **Resources**
- **Policy Guidance**
- **Calendar Flexibility**





Thank You / Questions?

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