### Patient Protection and Affordable Care Act

#### 2018 ASU Measurement and Stability Periods Examples

**Standard Periods for Ongoing Employees**

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**New Hire Example**

**Hired 1st day of a month**

- **Hire Date:** Sep 1, 2015
- **Initial Measurement Period:** Sep 1, 2015 - Aug 31, 2016
- **Coverage under the ACA:** Jul 1, 2016 - Aug 31, 2017
- **Coverage continues:** Sep 1, 2017 - Aug 31, 2018
- **Coverage under the ACA for the 2018 plan year will end at midnight on Dec 31, 2018.**

**New Hire Example**

**Hired mid month**

- **Hire Date:** Jan 16, 2016
- **Initial Measurement Period:** Feb 1, 2016 - Jan 31, 2017
- **Coverage under the ACA:** Feb 1, 2016 - Jan 31, 2017
- **Coverage continues:** Feb 1, 2017 - Jan 31, 2018
- **Coverage under the ACA for the 2018 plan year will end at midnight on Dec 31, 2018.**

**Notes:**

- An event where an employee experiences an FTE reduction to below .50 FTE can invoke an ACA offer of coverage
- Hours of service provided on non-US soil does not count towards hours of service provided during a measurement period
- Hours of service provided in federal work study positions do not count towards hours of service provided during a measurement period

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**Standard Measurement Period (SMP):** This is the 12-month look-back measurement period that the university uses to determine ACA eligibility for employees that have completed an initial measurement period without a break in service of six months or greater.

**Administrative Period:** This is the period the university uses to determine ACA eligibility for the new plan year and enroll these employees into coverage for the new plan year once the SMP ends.

**Initial Measurement Period (IMP):** This is the 12-month look-back measurement period that the university uses to determine ACA eligibility for employees that have completed an initial measurement period without a break in service of six months or greater.

**Initial Stability Period (ISP):** This is a 12-month eligibility period which coincides with the plan year. If the employee met ACA eligibility criteria in the previous SMP, the employee is eligible for benefits under the ACA regardless of the amount of hours they are scheduled to work during the period.

**Standard Stability Period (SSP):** This is a 12-month eligibility period which coincides with the plan year. If the employee met ACA eligibility criteria in the previous SMP, the employee is eligible for benefits under the ACA regardless of the amount of hours they are scheduled to work during the period.