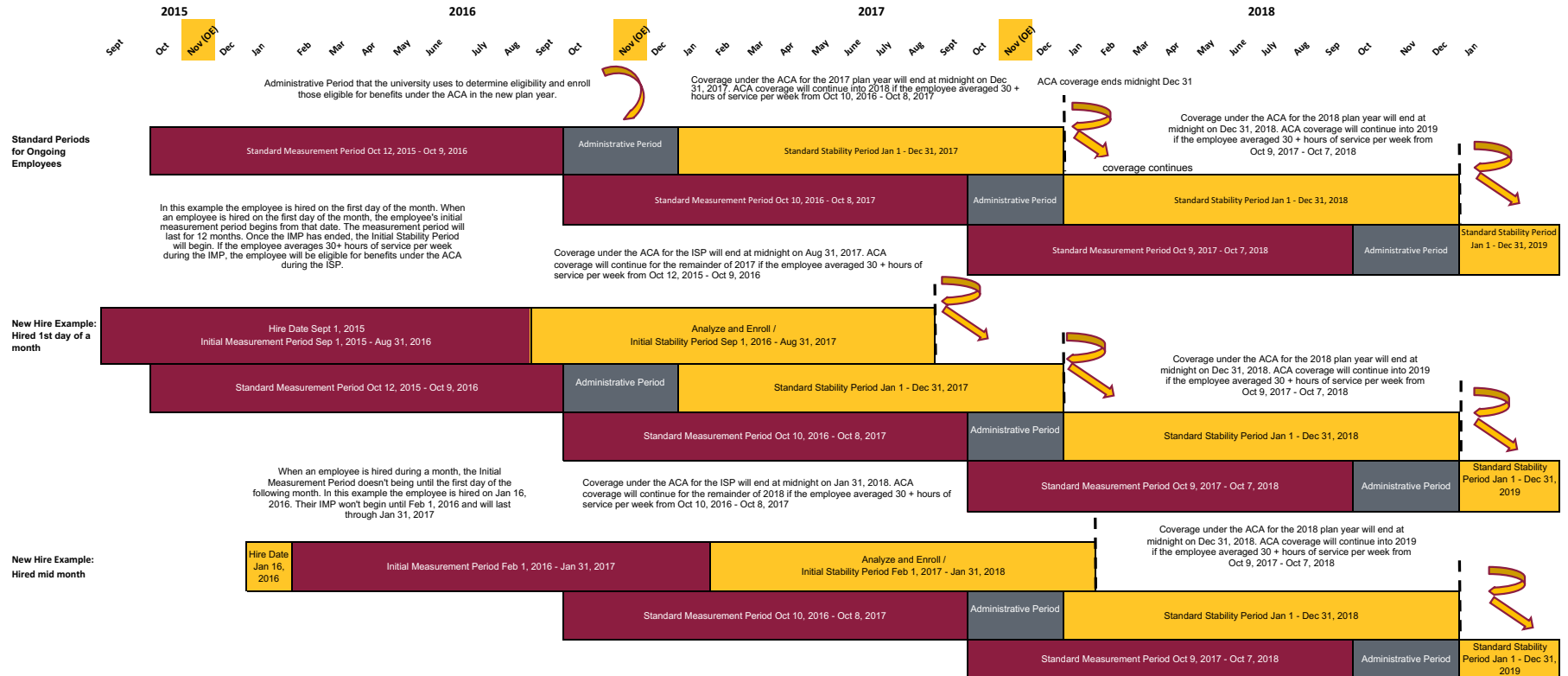


Patient Protection and Affordable Care Act 2018 ASU Measurement and Stability Periods Examples



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 6 months or greater.

Initial Measurement Period (IMP): This is the 12 month look back measurement period that the university uses to determine ACA eligibility for employees that are new hires and have not been employed long enough to complete a full measurement 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 this period.

Initial Stability Period (ISP): This is a 12 month period that an employee is eligible for benefits under the ACA regardless of the hours they are scheduled to work, as long as they met ACA eligibility criteria during their IMP.

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.

Notes:

An event where an employee experiences an FTE reduction to below .50 FTE can invoke an ACA offer of coverage

Hours of services 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