

## **A resolution for the establishment of Affordable Care Act Measurement Periods**

### **Standard Periods for Ongoing Employees**

**WHEREAS**, the Patient Protection and Affordable Care Act (the “Act”) and the regulations promulgated thereunder authorize employers to utilize measurement, administrative, and stability periods to determine whether ongoing employees constitute full-time employees under the Act; and

**WHEREAS**, the District previously adopted measurement, administrative, and stability periods for such determinations by resolution at a meeting on October 23, 2014

**WHEREAS**, the District wishes to adopt corrected measurement, administrative, and stability periods for the purposes of determining whether ongoing employees constitute full-time employees under the Act.

**NOW THEREFORE, BE IT RESOLVED**, that the resolution adopted on October 23, 2014 is hereby rescinded; and

**BE IT FURTHER RESOLVED**, that the standard measurement period for ongoing employees shall be a period of twelve (12) months from October 3<sup>rd</sup> to October 2<sup>nd</sup>; and

**BE IT FURTHER RESOLVED** that the administrative period for ongoing employees shall be a period of eighty (80) days from October 3<sup>rd</sup> to December 31<sup>st</sup>; and

**BE IT FURTHER RESOLVED** that the stability period for ongoing employees shall be a period of twelve (12) months from January 1<sup>st</sup> to December 31<sup>st</sup>.

**BE IT FURTHER RESOLVED** that for calendar year 2015 compliance only the District shall utilize a transitional first standard look back measurement period of six (6) months which would run from April 3<sup>rd</sup> of 2014 through October 2<sup>nd</sup> of 2014, an administrative period running October 3, 2014 through to December 31, 2014, and a first standard stability period from January 1, 2015 through December 31, 2015.

### **Initial Periods for New Variable Hour, Part-Time, and Seasonal Employees**

**WHEREAS**, the Patient Protection and Affordable Care act (the “Act”) and the regulations promulgated thereunder authorize employers to utilize initial measurement, administrative and stability periods to determine whether new variable hour, part-time, and seasonal employees constitute full-time employees under the Act; and

**WHEREAS**, the District previously adopted measurement, administrative, and stability periods for such determinations by resolution at a meeting on October 23, 2014;

**WHEREAS**, the District wishes to adopt corrected initial measurement, administrative, and stability periods for the purposes of determining whether new variable hour, part-time, and seasonal employees constitute full-time employees under the Act.

**NOW THEREFORE, BE IT RESOLVED**, that the resolution adopted on October 23, 2014, is hereby rescinded; and

**BE IT FURTHER RESOLVED**, that the initial measurement period for new variable hour, part-time, and seasonal employees shall be a period of twelve (12) months that commences on the first day of the calendar month following an employee's first day of work; and

**BE IT FURTHER RESOLVED**, that the administrative period for new variable hour, part-time, and seasonal employees shall commence on the day after the end of the employee's initial measurement period and continue until the last day of the first calendar month beginning on or after the first anniversary of the employee's start date; and

**BE IT FURTHER RESOLVED**, that the stability period for new variable hour, part-time, and seasonal employees shall be a period of twelve (12) months commencing on the day after the end of the employee's administrative period.