

Measurement

What are the measurement and stability periods?

a. Ongoing employee standard measurement period: Began May 1st, 2014 and ran through April 30th, 2015

EXISTING EMPLOYEES (ACTIVE ON MAY 1, 2014)																																					
2014							2015							2016							2017																
May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Standard Measurement Period May 1-April 30 Does Employee average 30 hours per week?												Standard Admin Period	Stability Period July 1-June 30 If the 30 hour threshold was met, employee can elect coverage for this period.																								
												Standard Measurement Period May 1-April 30 Does Employee average 30 hours per week?											Standard Admin Period	Stability Period July 1-June 30 If the 30 hour threshold was met, employee can elect coverage for this period.													

b. New hire measurement period: Begins the first day of the first month following an employee's hire date. Monthly hours worked will be measured for 12 consecutive months will be used to determine eligibility for coverage.

a. New hire will also be measured in the first standard measurement period following date of hire. Parts of the initial and standard measurement periods will be measured simultaneously.

NEW EMPLOYEE JUNE 15TH, 2014 START DATE																																			
2014						2015						2016						2017																	
July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Initial Measurement Period July 1-June 30 Does Employee average 30 hours per week?												Initial Admin Period	Stability Period Sept 1-Aug 31 If the 30 hour threshold was met, employee can elect coverage for this period.											Transition to Standard Measurement Period											
												Standard Measurement Period May 1-April 30 Does Employee average 30 hours per week?											Standard Admin Period	Stability Period July 1-June 30 If the 30 hour threshold was met, employee can elect coverage for this period.											

PARTS OF A NEW EMPLOYEE'S INITIAL MEASUREMENT PERIOD AND STANDARD MEASUREMENT PERIOD WILL RUN CONCURRENTLY.