

GIOA ACA Measurement

Where We Stand and Where We Might Be Going

Presented by:

Date:



Legacy Measurement

New Hire:

- | | |
|---|----------------------|
| • Measurement (12-months) | 4/15/2020*-4/14/2021 |
| • Administrative Period (up to 30 days) | 4/15/2021-5/30/2021 |
| • Stability Period (12-months) | 6/1/2021-5/30/2022 |

* In this example 4/15/2020 represents the first date to begin measuring- generally date of hire

Ongoing employees:

- | | |
|----------------------------------|-------------|
| • Measurement (12-months) | 10/15-10/14 |
| • Administrative (up to 90 days) | 10/15-12/31 |
| • On-going stability Period | 1/1-12/31 |



UHR Best Recommended Practice

Initial Measurement:

- | | |
|----------------------------------|----------------------|
| • Measurement (11-months) | 4/15/2020*-3/14/2021 |
| • Administrative (up to 60 days) | 3/15/2021-4/30/2021 |
| • Stability (12-months) | 5/1/2021-4/30/2022 |

* In this example 4/15/2020 represents the first date to begin measuring- generally date of hire

Standard Measurement:

- | | |
|----------------------------------|------------|
| • Measurement (12-months) | 10/4-10/3 |
| • Administrative (up to 90 days) | 10/4-12/31 |
| • Stability (12-months) | 1/1-12/31 |



Summary of differences

Initial Measurement

- Shortened initial measurement by 1-month followed by a 30-to-60-day admin period. This will allow for a longer window to perform administrative tasks such as notifying employees, explain coverage available, and enroll employees who elect coverage.

Stability Measurement

- Change date from 10/15-10/14 to 10/4-10/3
- Changing the date will provide outcomes that drive open enrollment to be available sooner.

