

## **A&M System and the Affordable Care Act**

### **FY16 Implementation Update – June 2016**

#### **New Employees**

Any employee that is hired in a position that is anticipated to meet or exceed 30 hours per week on average for more than 90 days (*with the exception of seasonal employees*) is eligible for benefits at hire and for full SGIP on the first of the month after the 60<sup>th</sup> day of employment.

#### **Q1. Funding:**

For non-GR positions, member will fund full SGIP from non-GR funds.

For part-time GR funded positions meeting or exceeding 30 hours per week (but not full time), GR funding can be utilized for ½ SGIP beginning on the first of the month following the 90<sup>th</sup> day of employment. Member will utilize non-GR funds for the other ½ SGIP and for funding the full SGIP for the period between the first of the month after the 60<sup>th</sup> day of employment and the first of the month after the 90<sup>th</sup> day of employment.

#### **Affordable Care Act Periods for Evaluating Part-Time Employees**

Periods are as follows:

Initial Measurement Period: August 1, 2014-July 31, 2015

Standard Measurement Period: August 1, 20XX-July 31, 20XX

New Employee Initial Measurement Period: First of month on or after first day of work through the end of a 12-month period

Administrative Period: One month period following any measurement period

Stabilization Period: Twelve months following the respective administrative period  
(Sept. 1, 20XX-August 31, XX following the standard measurement period)

#### **Q1: Employee leaves employment and returns to employment during the Measurement Period:**

If break in service is more than initial employment in the respective measurement period, then the employee is treated as a new employee with a new measurement period.

#### **Q2. Break in Service during Stability Period:**

If an employee terminates employment during the stabilization period, their benefits cease. If the employee returns to employment during the stabilization period, they are immediately eligible for benefits provided the break in service is shorter than 26 weeks.

### **Employee is Benefit Eligible after Measurement Period**

Employees that are found in any applicable Measurement Period to be eligible for benefits during the following Stabilization Period, are to be offered full State Group Insurance Premium for the Stabilization Period provided they are still employed.

**Q1. SGIP Eligibility Date:**

Employees who are deemed to be benefits eligible after the respective measurement period will be eligible for benefits and full SGIP on the first of the month of the respective stabilization period.

**Q2. Funding:**

Members will fund the stabilization period SGIP from non-GR funds unless the employee moves into a benefits-eligible GR funded position during the stabilization period.

**Q3. Change in employing Member:**

If an employee moves from one part-time position to another part-time position with a different System member, the new employing member would be responsible for the SGIP.

### **Dependent Benefits**

**Q1. Age requirement:**

In order to administer a uniformed plan, all basic and optional plans will cover dependent children under age 26 regardless of marital status.

The Texas A&M University System

Affordable Care Act: Employees working more than 75% effort.

Workstation	Employees Receiving 1/2 SGIP but working more than 75% time.		Employees Receiving no SGIP but working more than 75% time.	
	1/2 SGIP >75% Effort	1/2 SGIP \$270	No SGIP >75% Effort	Full SGIP \$543
A	10	\$32,356	14	\$91,305
C	4	\$12,942	1	\$6,522
D	8	\$25,884	2	\$13,044
E	12	\$38,827	4	\$26,087
F			1	\$6,522
G	2	\$6,471		
H	30	\$97,067	3	\$19,565
I	12	\$38,827	5	\$32,609
J	8	\$25,884	1	\$6,522
L	6	\$19,413	2	\$13,044
M	48	\$155,307	36	\$234,783
O	8	\$25,884		
P	7	\$22,649	7	\$45,652
R	2	\$6,471	5	\$32,609
S	1	\$3,236		
T	16	\$51,769	5	\$32,609
V	2	\$6,471		
W	9	\$29,120	4	\$26,087
X	4	\$12,942	2	\$13,044
	<b>189</b>	<b>\$611,521</b>	<b>92</b>	<b>\$600,002</b>

\* With the Exception of 15 GR funded positions in H, remainder are not GR positions.

\*\* 36 are SGIP eligible but waive.

\* 58 are in student titles.