

Glossary of ACA Definitions

Administrative period – The month of June 2016 for TESD, it's the time between the standard measurement period and the associated stability period to determine which ongoing employees are eligible for coverage, and to notify and enroll employees.

Affordable health care –The employee's share of the annual premium for the lowest priced self-only plan must be no greater than 9.5% of their annual household income in order to be considered affordable.

Full-time - Employed an average of at least 30 hours of service per week, or 130 hours of service per month

Hours of service - includes all hours for which the employee is paid, or entitled to pay, including vacation, holiday, illness, incapacity, layoff, jury duty, military duty or leave of absence

Measurement period - June 1, 2015 to May 31, 2016 for TESD, it's the period wherein the employer measures the hours of service completed by the employee to determine whether the employee completed an average of 30 hours of service per week or more

No coverage penalty - If coverage is not offered to the required number of employees, the penalty is \$2,000 per year based upon the entire full-time population of employees minus 30, if a single employee receives the subsidy through the marketplace.

Stability period – July 1, 2016 to June 30, 2017 for TESD , it's the period during which coverage is offered

Variable hour employee - An employee who is not reasonably expected to work 30 or more hours per week

Unaffordability Penalty – If the coverage offered is not affordable, the penalty is \$3,000 per year for every full-time employee who receives the subsidy.