

Affordable Care Act Compliance

This policy defines the methods and responsibilities for the Indian Trails Public Library District's compliance with the Patient Protection and Affordable Care Act.

Section 1: Method of determining full-time employees for purposes of shared responsibility for employers regarding health coverage.

The Library District will utilize the look-back/stability period safe harbor method to calculate the eligibility of an employee for the Library District's medical insurance plan. The look-back/stability period will consist of 12 consecutive calendar months, to determine whether during the measurement period the employee averaged at least 30 hours of service per week. If the employee is determined to be a full-time employee during the measurement period, then the employee will be treated as a full-time employee during a subsequent "stability" period," regardless of the employee's number of hours of service during the stability period, so long as he/she remains an employee.