



August 18, 2015

SUBJECT: Affordable Care Act – Insurance Eligibility

As you are aware, there will be changes effective September 1, 2015 regarding some employees' insurance eligibility. Based on the calculation of actual hours paid during the standard measurement period employees averaging 75% effort or greater will be eligible for the full state group insurance premium (SGIP). This includes two types of employees:

- Benefit-eligible employees currently only getting ½ SGIP employer contribution whose percent effort averaged 75% during the measurement period.
- Non-benefits eligible employees (typically student and wage workers) who have reached benefit-eligibility by averaging 75% effort during the measurement period.

Resources have been added to these websites (also attached) to assist you in these matters:

<http://agrillifeas.tamu.edu/hr/supervisor-toolkit/> Choose the Affordable Care Act link under Resources

<http://agrillifeas.tamu.edu/hr/about-us/announcements/> Scroll down to the Benefits and Retirement section and choose Affordable Care Act.

This information will be helpful in understanding when and how an employee becomes eligible for insurance and SGIP.

Also included is an attachment (ACA Variable Hour Employee) which outlines the process Payroll and Benefits go through in order to determine when/if a variable-hour employee is eligible for insurance and SGIP.

We realize that this can get confusing and overwhelming! It is brand new for all of us, but we will assist you as best we can with any questions you have now and going forward. The main purpose in all of this is that employees who are eligible for insurance, based on hours worked, are provided an opportunity to enroll in coverage. If the department's intent is for an employee to be a true wage-employee or a less-than-75% effort budgeted employee, it is the department's responsibility to ensure the employee is not working over the allotted hours for his/her situation.

For questions regarding hours-worked and SGIP funding, please contact the Payroll Office at 979/845-3636.

For questions regarding insurance, please contact the Benefits Office at 979/845-2423.

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