DEKALB COUNTY GOVERNMENT
AFFORDABLE CARE ACT THRESHOLD POLICY

Reviewed For Updates March 1, 2018

RESOLUTION
R2014-69

A RESOLUTION ESTABLISHING PRESCRIBED THRESHOLDS IN ACCORDANCE WITH THE PATIENT PROTECTION AND AFFORDABLE CARE ACT

WHEREAS, DeKalb County Government is statutorily bound to adhere to the requirements of the federal Patient Protection and Affordable Care Act (PPACA) approved on March 23, 2010; and

WHEREAS, DeKalb County Government is required to establish prescribed thresholds in accordance with PPACA to determine if an employee is eligible to be offered the County's health benefits package; and

WHEREAS, the Finance Committee has reviewed the PPACA Threshold Periods Policy below and has determined that it adequately establishes the thresholds required to ensure that consistent and equitable determinations of eligibility are made in accordance with PPACA for all variable-hour employees;

NOW, THEREFORE, BE IT RESOLVED, by the DeKalb County Board, that DeKalb County Government hereby adopts the following policy:

PPACA THRESHOLD PERIODS POLICY

The Standard Measurement Period, which is the standard period of time in which DeKalb County Government measures variable-hour employees for health benefits eligibility, will be 12 months. DeKalb County Government's Standard Measurement Period will begin on November 1st of each year and end on October 31st of the following year. A newly hired employee will also be concurrently measured from that employee's hire date for 12 consecutive months.

The Administrative Period, which is the period of time allowed to calculate or finalize coverage, will be no longer than 90 days.

The Stability Period, which is the period of time of coverage for DeKalb County Government health benefits for a variable-hour employee, will be 12 months.

The Look Back Period, which is the initial period of time established by DeKalb County Government to achieve eligibility, will be 12 months. This look back period will begin on November 1, 2013 and end on October 31, 2014.

BE IT FURTHER RESOLVED that as of the date of passage of this Patient Protection and Affordable Care Act Threshold Periods Policy, DeKalb County Government shall strive to provide health benefits to its eligible employees in accordance with PPACA.

PASSED AT SYCAMORE, ILLINOIS, THIS 15TH DAY OF OCTOBER, 2014 A.D.

SIGNED:

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Jeffery L. Metzger, DeKalb County Board Chairman

ATTEST:

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Douglas J. Johnson, DeKalb County Clerk