### ACA Measurement Periods

<table>
<thead>
<tr>
<th>Year</th>
<th>Measurement</th>
<th>Administration</th>
<th>Stability</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Standard Period: 10/1/19 - 9/30/20</td>
<td>Administration Period: 10/1/20 - 12/31/20</td>
<td>Stability Period: 1/1/21 - 12/31/21</td>
</tr>
<tr>
<td>2020</td>
<td>Standard Period: 10/1/20 - 9/30/21</td>
<td>Administration Period: 10/1/21 - 12/31/21</td>
<td>Stability Period: 10/1/22 - 12/31/22</td>
</tr>
</tbody>
</table>

**Initial Periods**
- Measurement: 12 months starting on the first of the month following date of hire
- Administration: 1 month
- Stability: 12 months

**Standard Periods**
- Measurement: 12 months (October 1 - September 30)
- Administration: 3 months (October 1 - December 31)
- Stability: 12 months (January 1 - December 31)

Full-time hours of service: For purposes of ACA, 30/week or 130/month

**Existing Employees**

**EXAMPLE**

**New Employee hired 12/4/19**
- Initial Measurement Period: 1/1/20 - 12/31/20
- Administration Period: 1/1/21 - 12/31/21
- Stability Period: 2/1/21 - 12/31/21

**EXAMPLE**

**New Employee hired 3/23/20**
- Initial Measurement Period: 4/1/20 - 3/31/21
- Administration Period: 4/1/21 - 3/31/21
- Stability Period: 5/1/21 - 4/30/22

- Standard Measurement Period: 10/1/20 - 9/30/21
- Administration Period: 10/1/21 - 12/31/21
- Stability Period: 10/1/22 - 12/31/22