

## ACA Measurement Periods

	2019			2020									2021									2022																	
	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Existing Employees	Standard Measurement Period: 10/1/19 - 9/30/20												Administration Period: 10/1/20 - 12/31/20			Stability Period: 1/1/21 - 12/31/21																							
													Standard Measurement Period: 10/1/20 - 9/30/21												Administration Period: 10/1/21 - 12/31/21			Stability Period: 1/1/22 - 12/31/22											
EXAMPLE New employee hired 12/4/19													Initial Measurement Period: 1/1/20 - 12/31/20			Admin Period: 1/1/21 - 1/31/21			Stability Period: 2/1/21 - 1/31/22																				
													Standard Measurement Period: 10/1/20 - 9/30/21												Administration Period: 10/1/21 - 12/31/21			Stability Period: 1/1/22 - 12/31/22											
EXAMPLE New employee hired 3/23/20													Initial Measurement Period: 4/1/20 - 3/31/21						Admin Period: 4/1/21 - 4/30/21			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: 1/1/22 - 12/31/22											

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

**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)