



**BENEFIT ELIGIBILITY POLICY UPDATES EFFECTIVE 07/01/2015 BASED ON TO AFFORDABLE CARE ACT (ACA)**

	<b>CURRENT</b> Benefit (Health, Dental, Vision) Eligibility Policy	<b>REVISED</b> Benefit (Health, Dental, Vision) Eligibility Policy based on ACA Guidelines
Faculty: Ranked & Adjuncts (6 -7 courses per FY)	Offered health, dental, vision benefits (standard college share of premium)	No change
Faculty: Adjuncts (5 course equivalent* per FY)	Offered PRO-RATED health, dental, vision benefits (college share of premium is pro-rated based on FTE of 71.4%)	Benefit eligibility will be reviewed annually in July. If it is determined that the employee taught the equivalent of 5 courses* they will be offered health, dental, vision benefits (standard college share of premium) beginning August. Benefits will be maintained as long as the employee continues to meet the eligibility requirement on an annual basis.
Faculty: Part Time Lectures (1-4 course equivalent*)	Not eligible	No change
PT Staff (1,040 – 1,559 hours per year or 20-29 hours per week)	Offered PRO-RATED health, dental, vision benefits (college share of premium is pro-rated based on FTE)	Benefit eligibility will be reviewed annually in July. If it is determined that the employee worked ≥ 1,560 hours they will be offered health, dental, vision benefits (standard college share of premium) beginning August 1 <sup>st</sup> . Benefits will be maintained as long as the employee continues to meet the eligibility requirement on an annual basis.
FT Staff (1,560 or more hours per year or 30+ hours per week)	Offered health, dental, vision benefits (standard college share of premium)	No change
Variable Hour Employees (Temps, On-Call, Summer Camp)	Not eligible	Benefit eligibility will be reviewed annually in July. If it is determined that the employee worked ≥ 1,560 hours they will be offered health, dental, vision benefits (standard college share of premium) beginning August 1 <sup>st</sup> . Benefits will be maintained as long as the employee continues to meet the eligibility requirement on an annual basis.
Student Employees		
Student Employees (Federal Work Study)	Not eligible	No change/exempt from law

*\*Under the new ACA law additional compensation (stipends) paid to part time faculty for tasks outside of teaching a course needs to be tracked for the purposes of determining benefit eligibility. Following the guidance of the ACA, it was determined that 126 hours of stipend work would equal a course. Stipend forms now include the number of hours the stipend represents in order to track benefit eligibility.*