

Resolution amending the effective date for safe harbor in the determination of “full time employee” for health plan eligibility purposes as required under the Affordable Care Act.

RESOLUTION

WHEREAS, the Affordable Care Act mandate originally required that employers provide health plan coverage to “full time” employees effective January 1, 2014, or be subject to a penalty tax, and

WHEREAS, the IRS defined “full time employee” as an employee who is employed at least 30 hours of service per week, and

WHEREAS, Resolution 13-0079 approved the City’s safe harbor for the purpose of determining “full time employees” as defined by the mandate, and defined the administrative review period and measurement period, and

WHEREAS, the U.S. Treasury Department recently announced the delay of the employer mandate penalties for one year, until 2015, due to issues related to the reporting requirements, and

WHEREAS, it is the recommendation of the Director of Human Resources that the City delay the implementation of this employer mandate provision to January 1, 2015 to allow time to create more efficient reports for the monitoring of “full time employees” and to allow departments more time for compliance planning.

NOW THEREFORE BE IT RESOLVED by the Common Council that the effective date for City implementation of Affordable Care Act employer mandate provision be amended to January 1, 2015.

BE IT FURTHER RESOLVED that to be compliant with the January 1, 2015 effective date the defined “measurement period” shall begin October 15, 2013.

BE IT FURTHER RESOLVED that the Director of Human Resources and the Director of Finance are herewith authorized and directed to take any and all necessary steps to implement this agreement.