

Affordable Care Act (ACA) Measurement and Stability Periods Illustration

	2023												2024												2025												
	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
Existing Employees	Standard Measurement Period: 10/28/2022 - 10/26/2023												Admin Period: 10/27/2023 - 12/31/2023	Stability Period: 1/1/2024 - 12/31/2024																							
													Standard Measurement Period: 10/27/2023 - 10/24/2024												Admin Period: 10/25/2024 - 12/31/2024	Stability Period: 1/1/2025 - 12/31/2025											
EXAMPLE New employee hired 12/4/2022	Initial Measurement Period: 1/1/2023 - 12/31/2023												Admin Period: 1/1/2024 - 1/31/2024	Stability Period: 2/1/2024 - 1/31/2025																							
													Standard Measurement Period: 10/27/2023 - 10/24/2024												Admin Period: 10/25/2024 - 12/31/2024	Stability Period: 1/1/2025 - 12/31/2025											
EXAMPLE New employee hired 3/23/2023													Initial Measurement Period: 4/1/2023 - 3/31/2024						Admin Period: 4/1/2024 - 4/30/2024	Stability Period: 5/1/2024 - 4/30/2025																	
													Standard Measurement Period: 10/27/2023 - 10/24/2024												Admin Period: 10/25/2024 - 12/31/2024	Stability Period: 1/1/2025 - 12/31/2025											

Full-time hours of service: Per ACA, 30 hours per week or 130 hours per month

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

Standard Measurement Periods:
Measurement: 12 months (dates vary slightly from year to year)
Administration: 2-3 months (dares vary slightly from year to year)
Stability: 12 months (January 1 - December 31)