

OSUP ACA Employee Scenarios

	ACA Reportable Indicator	ACA Offer Code	ACA Coverage Code	IMP	ISP	Plan Option	Comments
New hire, ACA FT employee in admin/waiting period (from hire date to health coverage effective)	Y	1H	2D			NO	
ACA FT employee who accepts coverage	Y	1E	2C			EN	
ACA FT employee who waives coverage	Y	1E	blank*			NO/WA**	*HCM will automatically populate 2G on ZP189 except for the months of Jan. and Feb. 2015 & all months for FT rehired retirees which will be blank. **Plan option should be NO until waiver is collected.
Non-FT employee in IMP	N	1H	2D	date of hire + 24 pay periods		NE	
ACA FT Employee's IAP (The IAP for a Non-FT employee who is determined to be ACA FT & eligible at end of their IMP.)	Y	1H	2D			NO	
ACA FT Employee's ISP - with coverage (The ISP for a Non-FT employee who is determined to be ACA FT at end of IMP/IAP and accepts coverage)	Y	1E	2C		one year after end of IAP	EN	
ACA FT Employee's ISP - waives coverage (The ISP for a Non-FT employee who is determined to be ACA FT at end of IMP/IAP who waives coverage)	Y	1E	blank*		one year after end of IAP	NO/WA**	*HCM will automatically populate 2G on ZP189 except for the months of Jan. and Feb. 2015 & all months for FT rehired retirees which will be blank. **Plan option should be NO until waiver is collected.
Non-FT Employee's IAP (The IAP for a Non-FT employee who is determined to be Non-FT at end of IMP)	N	1H	2D			NE	

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Non-FT Employee's ISP (The ISP for a Non-FT employee who has completed IMP & IAP and who is determined to be Non-FT)	N	1H	2B		one year after end of IAP	NE	
Non-FT employee without coverage	N	1H	2B			NE	e.g. non-FT employee expected to never become ACA FT; agency must still measure their hours every year
Non-FT employee with coverage*	Y	1G	2C			EN	*very rare - contact OSUP
Inactive Period	N*	1H*	2A*			NO*	*HCM will automatically populate all of these fields on ZP189 for the inactive months.

This document was prepared for use by agencies on the State of Louisiana's LaGov HCM payroll system. The information contained in this document may not be appropriate for your use if you are not on the LaGov HCM payroll system. The information presented here does not include all of the ACA Requirements that may be applicable, only those requirements that LaGov HCM Paid agencies have been asked to complete in the LaGov HCM system.