

OFFICE OF STATE UNIFORM PAYROLL
Affordable Care Act (ACA) Measurement Periods
LaGov HCM Paid Agencies

Newly hired non full-time employees must be evaluated to determine eligibility for health coverage after their first 24 pay periods of employment.

Initial Measurement Period (IMP)	Begins the first day of the first full pay period after hire date and extends 24 pay periods
Initial Administrative Period (IAP)	Begins the first day after the Initial Measurement Period ends and expires the day before the health coverage effective date; this period includes thirty (30) days for employee to make a decision (per OGB)
Initial Stability Period (ISP)	Begins the day after the Initial Administrative Period expires and extends 12 months

Ongoing non full-time employees must be evaluated annually to determine eligibility for health coverage.

Standard Measurement Period (SMP)	Beginning of pay period 22 through the end of pay period 21 annually
Standard Administrative Period (SAP)	Begins the first day of pay period 22 through December 31
Standard Stability Period (SSP)	January 1 through December 31

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.