

ACA FAQ

Which annual reports will be available?

1094-B, 1094-C, 1095-B and 1095-C.

Are the ACA reports only available with Benefits Administration?

The affordability reports require benefit plans to be configured for accuracy.

Where do full-time salaried employees count on the Applicable Large Employer report?

They are counted in Row 1, Full Time Employee (see figure 1-A).

Where do full-time salaried employees count on the Full Time Look Back report?

The normal hours field on salaried employees must be populated in order for the report to calculate average hours worked for these employees.

Where do the hours pull from if a customer is not using Time and Attendance on the Applicable Large Employer Report?

Employees with an ACA status of full-time are counted in Row 1, Full Time Employees. All other employee hours are calculated in Row 2, Total Hours for FTE based on the ACA accumulator OR total hours other than 1099. This number is divided by 120 to calculate the FTE count for non-ACA full-time employees (see figure 1-A).

How do we audit if an employee was offered affordable coverage and if they waived or accepted the plan?

The Affordability Report will illustrate if benefit plans are affordable and several benefits reports are available to audit the employee enrollment. If a customer has Benefits Administration configured for ACA support, the monthly eligibility, affordability and coverage elected will print on the applicable annual reports.

How does the FT Lookback report know to test the employee average hours worked on 30 hours a week versus 130 hours a month?

The report currently runs on a 30 hour a week basis.

What is the Rule of Parity? Will there be a Rule of Parity Report?

The Rule of Parity applies to rehiring employees. An employer may treat a rehired employee or an employee resuming service as a new employee rather than a continuing employee after a break in service in two situations. The first situation is when the employee had no hours of service for at least 13 weeks (previously, 26 weeks under the proposed regulations).

Second, under the Rule of Parity, an employer may treat a rehired employee who has had a break of at least four weeks as a new employee if the employee's break in service with no credited hours of service is longer than the employee's period of service immediately preceding the break in service. A separate Rule of Parity report is not on the roadmap at this time.

Report Total												
	Sep 2013	Oct 2013	Nov 2013	Dec 2013	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	Jun 2014	Jul 2014	Aug 2014
Full Time Employee Count	100	98	98	98	98	97	99	97	115	101	100	0
Total Hours For FTE	0.00	284.00	293.00	80.00	273.00	166.67	0.00	391.00	240.00	8.00	228.00	8,134.67
FTE Count	0	2	2	0	2	1	0	3	2	0	1	67
Total FTE Count	100	100	100	98	100	98	99	100	117	101	101	67

figure 1-A

How do we handle affordability for tipped employees?

Of the three affordability safe harbors, rate of pay cannot be used for tipped employees. Either of the other two may be used.

How do we count hours for salaried employees?

iSolved's ACA reports count normal hours for salaried employees.

Can a customer change their look back period after their initial period?

The look back period must be included in the plan's eligibility rules. The only allowable change is from the first year to the second year.

Are there look back guidelines for seasonal businesses?

Please see the Determining Full Time Employees for Employers document. (click here)

How is the stability period considered in the reports?

Stability period is not a tracked field in iSolved at this time.

Does the customer need Benefits Administration to run the IRS annual reports?

Customers will have the option to self-populate the forms within iSolved if they are not using Benefits Administration.

What historical data must be imported for ACA reporting to work going forward?

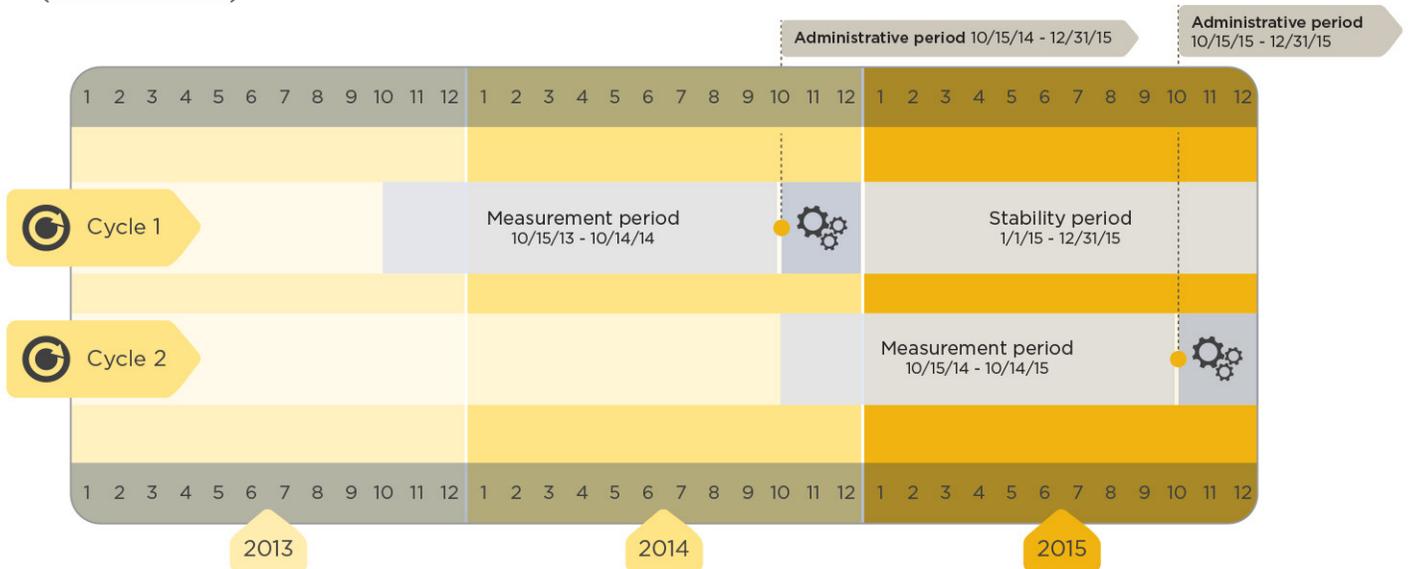
This detail is reviewed in Operations Training.

How are waivers tracked?

Waivers are tracked as an employee election for the benefit plan.

► Look-back measurement period method

(Variable hours)



Note: It is expected the employer will conduct its Open Enrollment during the Stability period.