

Manage ACA Compliance by Analyzing Data About Average Hours Worked by Employees

With the Employer Shared Responsibility provisions (also called the “Pay or Play” mandate) of the Affordable Care Act (ACA) scheduled to take effect on January 1, 2015, the countdown is on to prepare for upcoming changes. After all, some of your current part-time employees may soon be classified as full time for ACA purposes, making them eligible for healthcare benefits — at your expense. That’s why it’s time to develop a strategy that will help your organization manage ACA compliance and its potential cost impact. Determining the optimal ACA strategy starts with analyzing your full-time/part-time employee mix and how changes to that mix may affect critical business outcomes.

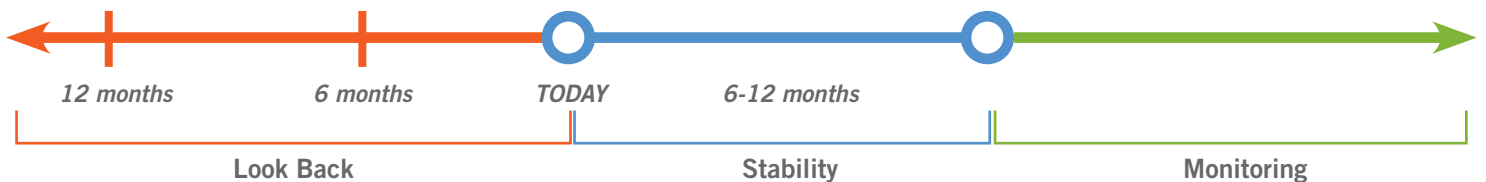
The Kronos® Full-Time/Part-Time Analysis Report streamlines the process of determining your employees’ status and, therefore, their eligibility for healthcare coverage under the ACA. This report provides accurate, detailed labor information that will help you figure out the right mix of full-time and part-time employees to support your ACA compliance strategy — without compromising service levels, workforce satisfaction, or bottom-line results.

Determine a best-fit approach to ACA compliance

With the “Pay or Play” implementation deadline rapidly approaching, it’s critical that your organization’s approach to ACA compliance be determined as soon as possible. But since your decision will have a significant impact on how you provide healthcare benefits to employees, you want to make the best choice — both initially and moving forward — based on accurate, reliable data. The Full-Time/Part-Time Analysis Report can help your organization arrive at the optimal full-time/part-time employee mix to support your ACA strategy and to monitor employees’ status over time for ongoing compliance.

Key Features

- > **GAIN DETAILED VISIBILITY** into employees’ work hours for the look-back, stability, and monitoring periods*
- > **CALCULATE AVERAGE WEEKLY WORKING HOURS** for a selected time frame
- > **DISTINGUISH BETWEEN EMPLOYEES** who have completed their first full year of work and those who started work within the previous 12 months
- > **DETERMINE WHICH EMPLOYEES** have crossed the 30-hour threshold
- > **MONITOR FULL- OR PART-TIME STATUS** for ACA purposes
- > **USE STANDARD HYPERFIND™ QUERIES** to filter employees who appear in the report output
- > **FILTER REPORT OUTPUT** based on employees’ average weekly working hours



* The Kronos Full-Time/Part-Time Analysis Report is not an Internal Revenue Service (IRS) report; it is a reporting tool designed to facilitate look-back analysis and ongoing monitoring of employee eligibility for healthcare benefits based on average hours worked per week in a given month.

You pick the look-back period based on your specific date range

You pick the threshold that makes sense for your business

FT-PT Analysis Report

Query Name: All Home
Time Period: 07/28/2012--07/25/2013

Executed On: 08/01/2013 09:34:50 AM
Printed For: Super User
Threshold Value: 29

Employee Name	ID	Start Date	Worker Type	Total Hours	Worked Weeks	Average Weekly Hours
Bush, Diane L	303	12/28/1999	Full Time	148.00	5	29.60
Mens, Angie	446	12/31/2007	Full Time	180.00	6	30.00
Jackson, Joan	109	01/10/2000	Full Time	1,624.00	52	31.23
Merryman, Janina	426	12/31/2007	Full Time	1,624.00	52	31.23
Mcnaught, Karina	500	12/31/2007	Full Time	1,632.00	52	31.38
Shephard, Rita	119	07/05/2004	Full Time	1,640.00	52	31.54
Susi, Christian	508	12/31/2007	Full Time	1,640.00	52	31.54
Westervelt, Christian	557	12/31/2007	Full Time	1,648.00	52	31.69
Taplan, Tony	679	12/31/2007	Full Time	1,648.00	52	31.69
Pavlick, Allan	469	12/31/2007	Full Time	1,666.00	52	32.04
Suhr, Javier	481	12/31/2007	Full Time	296.00	9	32.89
Lester, Rick	216	07/04/2004	Full Time	168.00	5	33.60
Tardiff, Gwen	111	07/05/2004	Full Time	1,405.00	41	34.27
Regan, Elinor	112	07/05/2004	Full Time	1,812.00	52	34.85
Zick, Maricela	551	12/31/2007	Part Time	2,056.00	52	39.54
Fraire, Neva	553	12/31/2007	Part Time	2,056.00	52	39.54
Nelson, Elizabeth	113	07/05/2004	Per Diem	1,836.00	52	35.31
Campos, Chloe	107	02/07/2000	None	1,824.50	52	35.09
Berti, Tyrone	464	12/31/2007	None	2,032.00	52	39.08

Total Employees Meeting Threshold Criteria: 143

Total Number of Employees Examined: 347

The report can show which part-time employees are close to your threshold

Technical Details

The Kronos Full-Time/Part-Time Analysis Report download:

- > Works with Workforce Central® 6x and 7 on SQL Server and Oracle® databases
- > Includes documentation complete with a compatibility matrix and instructions for installing, configuring, and testing the report
- > Is covered under the Kronos maintenance contract; standard rates apply
- > May be customized by Kronos Services as a separate billable engagement

