

Health Care Reform

How Will You Manage ACA Tracking and Reporting Obligations?

The Affordable Care Act (ACA) presents employers with significant challenges. Organizations must eventually offer insurance to full-time employees or pay sizeable penalties.

You need employee hours tracking and reporting you can count on today. Attendance Enterprise can assist with:

- Detailed Applicable Large Employer statistics
- Part-time and seasonal staff level management
- Employee full-time status determination and management
- Employee status change history, reports, and audits

Month	Emps w/Hrs	FTE	FTE Hours	Total	Seasonal	Seasonal FT	Seasonal Non FT	Seasonal FTE Hours
January			16:00	51.1	0	0	0	0:00
February			120:00	51.0	0			0:00
March			0:00	51.0	0			0:00
April			32:00	51.3	0			0:00
May			428:30	55.6	4			420:30
June			454:15	54.8	4			334:15
July			533:45	55.4	4			405:45
August	56	0.3	32:30	52.3	4		4	32:30
September	52	1.2	128:00	52.1	0	0	0	0:00
October	53	1.1	128:00	52.1	0	0	0	0:00
November	53	1.8	216:56	52.8	0	0	0	0:00
December	53	0.0	0:00	53.0	0	0	0	0:00
Average				52.0				

Monthly summaries and previous year average for all employees

Subtotals for seasonal employees

The Large Employer Designation view presents annual summary and monthly detail for total and seasonal employees.

Minimize Penalties, Manage Cost

Attendance Enterprise details monthly full-time and full-time equivalent (FTE) calculations and averages your yearly employee count. It even identifies seasonal employees and their contribution to employee totals, so you can evaluate your company's large employer status. Understanding this helps you determine if the employer mandate applies to you.



Partlow, Donald T (200, 204, 304)																							
Last Name	First Name	MI	Phone 1	Phone 2	Address 1	Address 2	City	State/Prov	ZIP/PC	Emergency Contact	Rates												
Partlow	Donald	T	(888) 999-7777	(000) 000-0000	3573rd Street	Apt #9	Wintenkob	CO	65214	Sara Hansen	17.5000												
<p> Basic Personal Private Address Rates Workgroup Active Status Hourly Status Pay Class Custom Fields Transfers Messages Leave Req. PPACA Full Time Status </p>																							
<p> Employment: Apr 11 to Jun 11 Previous: Measurement (Apr 11 to May 11), Admin (May 11 to Jun 11), Stability (Jun 11 to Jul 11) Current: Measurement (Jul 11 to Aug 11), Admin (Aug 11 to Sep 11), Sta (Sep 11 to Oct 11) Next: Measurement (Oct 11 to Nov 11) </p>																							
<p>Continuation of Full Time</p> <table border="1"> <thead> <tr> <th>Employee</th> <th>Measurement Period</th> <th>Current</th> <th>Calculation</th> <th>Recommendation</th> <th>Close Period Actions</th> </tr> </thead> <tbody> <tr> <td>Partlow, Donald T 43</td> <td>1 Yr ending 02/28/13 1</td> <td>Full Time effective on 05/01/12, 11 Mon</td> <td>149:33 Avg. Hours, 130:00</td> <td>Full Time effective on 05/01/13.</td> <td> <input checked="" type="radio"/> Use Recommendation <input type="radio"/> Override to Not Full Time <input type="button" value="Apply Now"/> </td> </tr> </tbody> </table>												Employee	Measurement Period	Current	Calculation	Recommendation	Close Period Actions	Partlow, Donald T 43	1 Yr ending 02/28/13 1	Full Time effective on 05/01/12, 11 Mon	149:33 Avg. Hours, 130:00	Full Time effective on 05/01/13.	<input checked="" type="radio"/> Use Recommendation <input type="radio"/> Override to Not Full Time <input type="button" value="Apply Now"/>
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The employee's measurement period, current status and pending edits are displayed.

Close Measurement Period

Current Assignment
Full Time effective on 03/01/13, 1 Mon 17 Days ago.

Service Hours
140:21 Avg. Hours, 130:00 Required for Full Time.

Recommendation
Full Time effective on 03/01/13.

Full Time Status Full Time

Select Employee Full Time Status Assignment

Effective Date 03/01/2013
For reference only. This is the effective date of the employee's Full Time Status Assignment.

Comments

Ok Cancel

Attendance Enterprise recommends employee status designations based on service hours.

Manage Variable-Hour Employees

Employers are carefully planning their full-time and part-time staffing strategies, and in industries with variable-hour workforces—such as retail, hospitality, and healthcare—this burden is significant.

Attendance Enterprise automates complex formulas for employee full-time status determination. It applies employee measurement periods, determines service hour averages, and recommends status designations for your employees. Attendance Enterprise automatically manages new employees with initial measurement periods.

Gain Control of Employee Status

Scheduling difficulties, unanticipated demand, and employee absences can cause shift changes that easily, and often unknowingly, transition a part-time employee's status to full time.

With Attendance Enterprise, you are alerted in real-time when employees approach the full-time threshold and can make adjustments before status changes occur. This helps reduce regulatory consequences and the cost of added employee health benefits.

Comprehensive, easy-to-understand views of employee status are readily available. Supervisors have the right information to make the right decision and gain control of ACA employee status. You no longer need to rely on after-the-fact reporting that is too late for taking action.

Reliable Reports and Recordkeeping

Accurate and easily accessible information is critical for reporting and responding to audits. Attendance Enterprise archives employee weekly and monthly service hour averages and employee status edits. This gives employers the information needed to quickly respond to inquiries and compliance audits.

Penalties... Audits... It Can Really Add Up

Since compliance with the ACA mandate is administered by the Internal Revenue Service (IRS), employers must be prepared for not only traditional wage and hour audits, but also IRS audits.

Smart employers are taking charge of their ACA obligation by measuring and managing their workforce today with Attendance Enterprise.