

AMES TRANSIT AGENCY BOARD OF TRUSTEES CYRIDE CONFERENCE ROOM

October 18, 2016

1. CALL TO ORDER: 7:00 A.M.
2. Affordable Care Act (ACA) Impact on CyRide Operations
3. Set Fall Semester Meeting Times and Place:
 - October 26, 2016, 8:00 AM
 - November 30, 2016, 8:00 AM
4. Adjourn

CITY OF AMES, Iowa

MEMO TO: Ames Transit Board of Trustees

FROM: Sheri Kyras

DATE: October 18, 2016

SUBJECT: Affordable Care Act (ACA) Impact on CyRide Operations

BACKGROUND: The Affordable Care Act (ACA) is a health care law that requires employers to offer health insurance to any employee working 30 hours per week or 1,560 hours in a one-year period. This new law became effective January 1, 2016.

INFORMATION: With the way CyRide's driver's work is currently scheduled to allow employees to pick pieces of work where they are available to create a weekly schedule, and with overtime needed to meet daily service levels, it is challenging for staff to determine who and when to offer insurance to employees without knowing who might meet/exceed the ACA criteria. Additionally, there will be a great deal of administrative work to monitor each employee's hours worked for the year, with a financial risk if it not applied correctly.

At the meeting, staff will provide a high-level overview of discussions with the Human Resources Department, who administer the employee's insurance; the Finance Department, who is responsible for the cost of the insurance and collecting premiums; and CyRide staff, responsible for providing daily service with its workforce. Members from these two city departments will also be present at the meeting to provide greater clarity to the issue and share their knowledge about how to apply this law. Staff will also present a range of possible solutions, their workforce and estimated financial impact on CyRide and possible timeframe for when this could be implemented.