



ACA Medical Benefit Mandate for TL (Time Limited) Employees

- USH hires approximately 20 time limited (TL) employees per month who provide a vital role in the operations at the hospital
- The Affordable Care Act (ACA) requires employers to offer medical benefits to these TL employees who were previously non-benefitted positions
- The cost to cover these benefits is greater than Utah State Hospital can afford with current budget
- The loss of these positions would greatly impact Utah State Hospital's ability to provide patient care
- The ACA mandate began July 1, 2015 putting Utah State Hospital in the position of needing a supplemental for FY16
- On average, 33% are accepting the offer for medical benefits
- Though some employees refuse benefits, they are still tracked as part of the ACA measurement system and are offered the opportunity to accept benefits after one year
- Request is for a supplement of \$251,000 general fund (GF) for FY16 and \$376,000 GF for FY17 on-going