

## **Frequently Asked Questions (FAQs) Part-Time Employee Medical Benefits**

Part-time employees may be eligible for medical coverage through the City of Anaheim if they have worked an average of 30 or more hours per week during the City's look-back period (October 3, 2016-October 2, 2017). Eligibility would be effective plan year 2018. They may also be eligible for benefits coverage as a part-time employee based on their union contract.

### **How do I qualify for medical insurance?**

If you have worked an average of 30 or more hours per week (1,560 or more hours) during the City's look-back period (October 3, 2016-October 2, 2017), you will be eligible for medical coverage through the City of Anaheim in 2018.

### **I work an average of 30 hours per week. Why do I not qualify?**

You must have worked at least 1,560 hours during the look back period to qualify for medical coverage.

### **I am a "30 hour" employee and am enrolled in CalPERS, why am I not eligible for medical coverage?**

CalPERS enrollment does not guarantee medical coverage eligibility. As a member of CalPERS, part-time employees are able to work up to 30 hours a week. However, in order to be eligible for medical coverage through the City, part-time employees must work 1560 hours or more during the City's look-back period.

### **How do I know how many hours I worked over the look back period?**

Your supervisor, department HR liaison, or the Human Resources Department will be able to provide you with the number of hours you worked during the look back period.

### **I was hired after October 3, 2015. How is my benefit eligibility being determined?**

If your position upon hire is expected to work an average of 30 hours per week, you would be offered benefits on the first of the month following 30 days.

If your position upon hire is not expected to work an average of 30 hours per week, then your hours will be reviewed after a 12 month period to determine whether or not you are benefit eligible.

**Are leave hours included in the 1,560 hour look back period?**

Yes, paid sick, approved Family Medical Leave Act (FMLA), California Family Right Act (CFRA) and Pregnancy Disability Leave (PDL) hours are included in the look back period.

**What are my options if I do not qualify for medical insurance through the City of Anaheim?**

You are required to have medical insurance or you may pay a penalty when you file your Federal income tax return. You should visit [www.HealthCare.gov](http://www.HealthCare.gov) or [www.CoveredCa.com](http://www.CoveredCa.com) for more information. Open enrollment for the Marketplace begins November 1, 2017 through January 31, 2018.

Please visit [www.myanaheimbenefits.com](http://www.myanaheimbenefits.com) for additional City of Anaheim information.