

	Hire Date During		Initial Measurement Period (24 PP)		Health Coverage Eligibility		Health Selection Deadline	Initial Administrative Period (cannot exceed 90 days)		Health Coverage Effective Date	Pay Period Health Ins Deducts Begin	Initial Stability Period (12 Months)		
			(1st full PP after hire date)		(1st Day Following end date of IMP)		(30 days from last day of IMP)	(Day after end of IMP - Day before Health Coverage Eff Date)			(1 Month in advance)	(Day after IAP ends - Last day of 12th Calendar Month)		
			IT9004 Dates					IT9004 Dates				IT9004 Dates		
			Start = first day of month hired		To = last day of this month				Start = IMP "To" date + 1	To = date below			Start date = date below	To date = date below
	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
1 2024	12/25/2023	1/7/2024	2 2024	25 2024	1/8/2024	12/8/2024	12/9/2024	1/7/2025	12/9/2024	1/31/2025	2/1/2025	1 2025	2/1/2025	1/31/2026
2 2024	1/8/2024	1/21/2024	3 2024	26 2024	1/22/2024	12/22/2024	12/23/2024	1/21/2025	12/23/2024	1/31/2025	2/1/2025	1 2025	2/1/2025	1/31/2026
3 2024	1/22/2024	2/4/2024	4 2024	1 2025	2/5/2024	1/5/2025	1/6/2025	2/4/2025	1/6/2025	2/28/2025	3/1/2025	3 2025	3/1/2025	2/28/2026
4 2024	2/5/2024	2/18/2024	5 2024	2 2025	2/19/2024	1/19/2025	1/20/2025	2/18/2025	1/20/2025	2/28/2025	3/1/2025	3 2025	3/1/2025	2/28/2026
5 2024	2/19/2024	3/3/2024	6 2024	3 2025	3/4/2024	2/2/2025	2/3/2025	3/4/2025	2/3/2025	3/31/2025	4/1/2025	5 2025	4/1/2025	3/31/2026
6 2024	3/4/2024	3/17/2024	7 2024	4 2025	3/18/2024	2/16/2025	2/17/2025	3/18/2025	2/17/2025	3/31/2025	4/1/2025	5 2025	4/1/2025	3/31/2026
7 2024	3/18/2024	3/31/2024	8 2024	5 2025	4/1/2024	3/2/2025	3/3/2025	4/1/2025	3/3/2025	4/30/2025	5/1/2025	7 2025	5/1/2025	4/30/2026
8 2024	4/1/2024	4/14/2024	9 2024	6 2025	4/15/2024	3/16/2025	3/17/2025	4/15/2025	3/17/2025	4/30/2025	5/1/2025	7 2025	5/1/2025	4/30/2026
9 2024	4/15/2024	4/28/2024	10 2024	7 2025	4/29/2024	3/30/2025	3/31/2025	4/29/2025	3/31/2025	4/30/2025	5/1/2025	7 2025	5/1/2025	4/30/2026
10 2024	4/29/2024	5/12/2024	11 2024	8 2025	5/13/2024	4/13/2025	4/14/2025	5/13/2025	4/14/2025	5/31/2025	6/1/2025	9 2025	6/1/2025	5/31/2026
11 2024	5/13/2024	5/26/2024	12 2024	9 2025	5/27/2024	4/27/2025	4/28/2025	5/27/2025	4/28/2025	5/31/2025	6/1/2025	9 2025	6/1/2025	5/31/2026
12 2024	5/27/2024	6/9/2024	13 2024	10 2025	6/10/2024	5/11/2025	5/12/2025	6/10/2025	5/12/2025	6/30/2025	7/1/2025	12 2025	7/1/2025	6/30/2026
13 2024	6/10/2024	6/23/2024	14 2024	11 2025	6/24/2024	5/25/2025	5/26/2025	6/24/2025	5/26/2025	6/30/2025	7/1/2025	12 2025	7/1/2025	6/30/2026
14 2024	6/24/2024	7/7/2024	15 2024	12 2025	7/8/2024	6/8/2025	6/9/2025	7/8/2025	6/9/2025	7/31/2025	8/1/2025	14 2025	8/1/2025	7/31/2026
15 2024	7/8/2024	7/21/2024	16 2024	13 2025	7/22/2024	6/22/2025	6/23/2025	7/22/2025	6/23/2025	7/31/2025	8/1/2025	14 2025	8/1/2025	7/31/2026
16 2024	7/22/2024	8/4/2024	17 2024	14 2025	8/5/2024	7/6/2025	7/7/2025	8/5/2025	7/7/2025	8/31/2025	9/1/2025	16 2025	9/1/2025	8/31/2026

	Hire Date During		Initial Measurement Period (24 PP)		Health Coverage Eligibility		Health Selection Deadline	Initial Administrative Period (cannot exceed 90 days)		Health Coverage Effective Date	Pay Period Health Ins Deducts Begin	Initial Stability Period (12 Months)		
			(1st full PP after hire date)		(1st Day Following end date of IMP)		(30 days from last day of IMP)	(Day after end of IMP - Day before Health Coverage Eff Date)			(1 Month in advance)	(Day after IAP ends - Last day of 12th Calendar Month)		
			IT9004 Dates					IT9004 Dates				IT9004 Dates		
			Start = first day of month hired		To = last day of this month				Start = IMP "To" date + 1	To = date below		Start date = To date = date below date below		
	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
17 2024	8/5/2024	8/18/2024	18 2024	15 2025	8/19/2024	7/20/2025	7/21/2025	8/19/2025	7/21/2025	8/31/2025	9/1/2025	16 2025	9/1/2025	8/31/2026
18 2024	8/19/2024	9/1/2024	19 2024	16 2025	9/2/2024	8/3/2025	8/4/2025	9/2/2025	8/4/2025	9/30/2025	10/1/2025	18 2025	10/1/2025	9/30/2026
19 2024	9/2/2024	9/15/2024	20 2024	17 2025	9/16/2024	8/17/2025	8/18/2025	9/16/2025	8/18/2025	9/30/2025	10/1/2025	18 2025	10/1/2025	9/30/2026
20 2024	9/16/2024	9/29/2024	21 2024	18 2025	9/30/2024	8/31/2025	9/1/2025	9/30/2025	9/1/2025	9/30/2025	10/1/2025	18 2025	10/1/2025	9/30/2026
21 2024	9/30/2024	10/13/2024	22 2024	19 2025	10/14/2024	9/14/2025	9/15/2025	10/14/2025	9/15/2025	10/31/2025	11/1/2025	20 2025	11/1/2025	10/31/2026
22 2024	10/14/2024	10/27/2024	23 2024	20 2025	10/28/2024	9/28/2025	9/29/2025	10/28/2025	9/29/2025	10/31/2025	11/1/2025	20 2025	11/1/2025	10/31/2026
23 2024	10/28/2024	11/10/2024	24 2024	21 2025	11/11/2024	10/12/2025	10/13/2025	11/11/2025	10/13/2025	11/30/2025	12/1/2025	23 2025	12/1/2025	11/30/2026
24 2024	11/11/2024	11/24/2024	25 2024	22 2025	11/25/2024	10/26/2025	10/27/2025	11/25/2025	10/27/2025	11/30/2025	12/1/2025	23 2025	12/1/2025	11/30/2026
25 2024	11/25/2024	12/8/2024	26 2024	23 2025	12/9/2024	11/9/2025	11/10/2025	12/9/2025	11/10/2025	12/31/2025	1/1/2026	25 2025	1/1/2026	12/31/2026
26 2024	12/9/2024	12/22/2024	1 2025	24 2025	12/23/2024	11/23/2025	11/24/2025	12/23/2025	11/24/2025	12/31/2025	1/1/2026	25 2025	1/1/2026	12/31/2026
1 2025	12/23/2024	1/5/2025	2 2025	25 2025	1/6/2025	12/7/2025	12/8/2025	1/6/2026	12/8/2025	1/31/2026	2/1/2026	1 2026	2/1/2026	1/31/2027
2 2025	1/6/2025	1/19/2025	3 2025	26 2025	1/20/2025	12/21/2025	12/22/2025	1/20/2026	12/22/2025	1/31/2026	2/1/2026	1 2026	2/1/2026	1/31/2027
3 2025	1/20/2025	2/2/2025	4 2025	1 2026	2/3/2025	1/4/2026	1/5/2026	2/3/2026	1/5/2026	2/28/2026	3/1/2026	3 2026	3/1/2026	2/28/2027
4 2025	2/3/2025	2/16/2025	5 2025	2 2026	2/17/2025	1/18/2026	1/19/2026	2/17/2026	1/19/2026	2/28/2026	3/1/2026	3 2026	3/1/2026	2/28/2027
5 2025	2/17/2025	3/2/2025	6 2025	3 2026	3/3/2025	2/1/2026	2/2/2026	3/3/2026	2/2/2026	3/31/2026	4/1/2026	5 2026	4/1/2026	3/31/2027
6 2025	3/3/2025	3/16/2025	7 2025	4 2026	3/17/2025	2/15/2026	2/16/2026	3/17/2026	2/16/2026	3/31/2026	4/1/2026	5 2026	4/1/2026	3/31/2027

	Hire Date During		Initial Measurement Period (24 PP)				Health Coverage Eligibility	Health Selection Deadline	Initial Administrative Period (cannot exceed 90 days)		Health Coverage Effective Date	Pay Period Health Ins Deducts Begin	Initial Stability Period (12 Months)	
			(1st full PP after hire date)				(1st Day Following end date of IMP)	(30 days from last day of IMP)	(Day after end of IMP - Day before Health Coverage Eff Date)			(1 Month in advance)	(Day after IAP ends - Last day of 12th Calendar Month)	
			IT9004 Dates						IT9004 Dates				IT9004 Dates	
			Start = first day of month hired		To = last day of this month				Start = IMP "To" date + 1	To = date below			Start date = date below	To date = date below
	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
7 2025	3/17/2025	3/30/2025	8 2025	5 2026	3/31/2025	3/1/2026	3/2/2026	3/31/2026	3/2/2026	3/31/2026	4/1/2026	5 2026	4/1/2026	3/31/2027
8 2025	3/31/2025	4/13/2025	9 2025	6 2026	4/14/2025	3/15/2026	3/16/2026	4/14/2026	3/16/2026	4/30/2026	5/1/2026	7 2026	5/1/2026	4/30/2027
9 2025	4/14/2025	4/27/2025	10 2025	7 2026	4/28/2025	3/29/2026	3/30/2026	4/28/2026	3/30/2026	4/30/2026	5/1/2026	7 2026	5/1/2026	4/30/2027
10 2025	4/28/2025	5/11/2025	11 2025	8 2026	5/12/2025	4/12/2026	4/13/2026	5/12/2026	4/13/2026	5/31/2026	6/1/2026	9 2026	6/1/2026	5/31/2027
11 2025	5/12/2025	5/25/2025	12 2025	9 2026	5/26/2025	4/26/2026	4/27/2026	5/26/2026	4/27/2026	5/31/2026	6/1/2026	9 2026	6/1/2026	5/31/2027
12 2025	5/26/2025	6/8/2025	13 2025	10 2026	6/9/2025	5/10/2026	5/11/2026	6/9/2026	5/11/2026	6/30/2026	7/1/2026	12 2026	7/1/2026	6/30/2027
13 2025	6/9/2025	6/22/2025	14 2025	11 2026	6/23/2025	5/24/2026	5/25/2026	6/23/2026	5/25/2026	6/30/2026	7/1/2026	12 2026	7/1/2026	6/30/2027
14 2025	6/23/2025	7/6/2025	15 2025	12 2026	7/7/2025	6/7/2026	6/8/2026	7/7/2026	6/8/2026	7/31/2026	8/1/2026	14 2026	8/1/2026	7/31/2027
15 2025	7/7/2025	7/20/2025	16 2025	13 2026	7/21/2025	6/21/2026	6/22/2026	7/21/2026	6/22/2026	7/31/2026	8/1/2026	14 2026	8/1/2026	7/31/2027
16 2025	7/21/2025	8/3/2025	17 2025	14 2026	8/4/2025	7/5/2026	7/6/2026	8/4/2026	7/6/2026	8/31/2026	9/1/2026	16 2026	9/1/2026	8/31/2027
17 2025	8/4/2025	8/17/2025	18 2025	15 2026	8/18/2025	7/19/2026	7/20/2026	8/18/2026	7/20/2026	8/31/2026	9/1/2026	16 2026	9/1/2026	8/31/2027
18 2025	8/18/2025	8/31/2025	19 2025	16 2026	9/1/2025	8/2/2026	8/3/2026	9/1/2026	8/3/2026	9/30/2026	10/1/2026	18 2026	10/1/2026	9/30/2027
19 2025	9/1/2025	9/14/2025	20 2025	17 2026	9/15/2025	8/16/2026	8/17/2026	9/15/2026	8/17/2026	9/30/2026	10/1/2026	18 2026	10/1/2026	9/30/2027
20 2025	9/15/2025	9/28/2025	21 2025	18 2026	9/29/2025	8/30/2026	8/31/2026	9/29/2026	8/31/2026	9/30/2026	10/1/2026	18 2026	10/1/2026	9/30/2027
21 2025	9/29/2025	10/12/2025	22 2025	19 2026	10/13/2025	9/13/2026	9/14/2026	10/13/2026	9/14/2026	10/31/2026	11/1/2026	20 2026	11/1/2026	10/31/2027
22 2025	10/13/2025	10/26/2025	23 2025	20 2026	10/27/2025	9/27/2026	9/28/2026	10/27/2026	9/28/2026	10/31/2026	11/1/2026	20 2026	11/1/2026	10/31/2027

	Hire Date During		Initial Measurement Period (24 PP)		Health Coverage Eligibility	Health Selection Deadline	Initial Administrative Period (cannot exceed 90 days)	Health Coverage Effective Date	Pay Period Health Ins Deducts Begin	Initial Stability Period (12 Months)				
			(1st full PP after hire date)		(1st Day Following end date of IMP)	(30 days from last day of IMP)	(Day after end of IMP - Day before Health Coverage Eff Date)		(1 Month in advance)	(Day after IAP ends - Last day of 12th Calendar Month)				
			IT9004 Dates				IT9004 Dates			IT9004 Dates				
			Start = first day of month hired	To = last day of this month			Start = IMP "To" date + 1	To = date below		Start date = date below To date = date below				
	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
23 2025	10/27/2025	11/9/2025	24 2025	21 2026	11/10/2025	10/11/2026	10/12/2026	11/10/2026	10/12/2026	11/30/2026	12/1/2026	23 2026	12/1/2026	11/30/2027
24 2025	11/10/2025	11/23/2025	25 2025	22 2026	11/24/2025	10/25/2026	10/26/2026	11/24/2026	10/26/2026	11/30/2026	12/1/2026	23 2026	12/1/2026	11/30/2027
25 2025	11/24/2025	12/7/2025	26 2025	23 2026	12/8/2025	11/8/2026	11/9/2026	12/8/2026	11/9/2026	12/31/2026	1/1/2027	25 2026	1/1/2027	12/31/2027
26 2025	12/8/2025	12/21/2025	1 2026	24 2026	12/22/2025	11/22/2026	11/23/2026	12/22/2026	11/23/2026	12/31/2026	1/1/2027	25 2026	1/1/2027	12/31/2027
1 2026	12/22/2025	1/4/2026	2 2026	25 2026	1/5/2026	12/6/2026	12/7/2026	1/5/2027	12/7/2026	1/31/2027	2/1/2027	1 2027	2/1/2027	1/31/2028
2 2026	1/5/2026	1/18/2026	3 2026	26 2026	1/19/2026	12/20/2026	12/21/2026	1/19/2027	12/21/2026	1/31/2027	2/1/2027	1 2027	2/1/2027	1/31/2028
3 2026	1/19/2026	2/1/2026	4 2026	1 2027	2/2/2026	1/3/2027	1/4/2027	2/2/2027	1/4/2027	2/28/2027	3/1/2027	3 2027	3/1/2027	2/28/2028
4 2026	2/2/2026	2/15/2026	5 2026	2 2027	2/16/2026	1/17/2027	1/18/2027	2/16/2027	1/18/2027	2/28/2027	3/1/2027	3 2027	3/1/2027	2/28/2028
5 2026	2/16/2026	3/1/2026	6 2026	3 2027	3/2/2026	1/31/2027	2/1/2027	3/2/2027	2/1/2027	3/31/2027	4/1/2027	5 2027	4/1/2027	3/31/2028
6 2026	3/2/2026	3/15/2026	7 2026	4 2027	3/16/2026	2/14/2027	2/15/2027	3/16/2027	2/15/2027	3/31/2027	4/1/2027	5 2027	4/1/2027	3/31/2028
7 2026	3/16/2026	3/29/2026	8 2026	5 2027	3/30/2026	2/28/2027	3/1/2027	3/30/2027	3/1/2027	3/31/2027	4/1/2027	5 2027	4/1/2027	3/31/2028
8 2026	3/30/2026	4/12/2026	9 2026	6 2027	4/13/2026	3/14/2027	3/15/2027	4/13/2027	3/15/2027	4/30/2027	5/1/2027	7 2027	5/1/2027	4/30/2028
9 2026	4/13/2026	4/26/2026	10 2026	7 2027	4/27/2026	3/28/2027	3/29/2027	4/27/2027	3/29/2027	4/30/2027	5/1/2027	7 2027	5/1/2027	4/30/2028
10 2026	4/27/2026	5/10/2026	11 2026	8 2027	5/11/2026	4/11/2027	4/12/2027	5/11/2027	4/12/2027	5/31/2027	6/1/2027	10 2027	6/1/2027	5/31/2028
11 2026	5/11/2026	5/24/2026	12 2026	9 2027	5/25/2026	4/25/2027	4/26/2027	5/25/2027	4/26/2027	5/31/2027	6/1/2027	10 2027	6/1/2027	5/31/2028
12 2026	5/25/2026	6/7/2026	13 2026	10 2027	6/8/2026	5/9/2027	5/10/2027	6/8/2027	5/10/2027	6/30/2027	7/1/2027	12 2027	7/1/2027	6/30/2028

	Hire Date During		Initial Measurement Period (24 PP)		Health Coverage Eligibility		Health Selection Deadline	Initial Administrative Period (cannot exceed 90 days)		Health Coverage Effective Date	Pay Period Health Ins Deducts Begin	Initial Stability Period (12 Months)		
			(1st full PP after hire date)		(1st Day Following end date of IMP)		(30 days from last day of IMP)	(Day after end of IMP - Day before Health Coverage Eff Date)			(1 Month in advance)	(Day after IAP ends - Last day of 12th Calendar Month)		
			IT9004 Dates					IT9004 Dates				IT9004 Dates		
			Start = first day of month hired		To = last day of this month				Start = IMP "To" date + 1	To = date below			Start date = date below	To date = date below
	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
13 2026	6/8/2026	6/21/2026	14 2026	11 2027	6/22/2026	5/23/2027	5/24/2027	6/22/2027	5/24/2027	6/30/2027	7/1/2027	12 2027	7/1/2027	6/30/2028
14 2026	6/22/2026	7/5/2026	15 2026	12 2027	7/6/2026	6/6/2027	6/7/2027	7/6/2027	6/7/2027	7/31/2027	8/1/2027	14 2027	8/1/2027	7/31/2028
15 2026	7/6/2026	7/19/2026	16 2026	13 2027	7/20/2026	6/20/2027	6/21/2027	7/20/2027	6/21/2027	7/31/2027	8/1/2027	14 2027	8/1/2027	7/31/2028
16 2026	7/20/2026	8/2/2026	17 2026	14 2027	8/3/2026	7/4/2027	7/5/2027	8/3/2027	7/5/2027	8/31/2027	9/1/2027	16 2027	9/1/2027	8/31/2028
17 2026	8/3/2026	8/16/2026	18 2026	15 2027	8/17/2026	7/18/2027	7/19/2027	8/17/2027	7/19/2027	8/31/2027	9/1/2027	16 2027	9/1/2027	8/31/2028
18 2026	8/17/2026	8/30/2026	19 2026	16 2027	8/31/2026	8/1/2027	8/2/2027	8/31/2027	8/2/2027	8/31/2027	9/1/2027	16 2027	9/1/2027	8/31/2028
19 2026	8/31/2026	9/13/2026	20 2026	17 2027	9/14/2026	8/15/2027	8/16/2027	9/14/2027	8/16/2027	9/30/2027	10/1/2027	18 2027	10/1/2027	9/30/2028
20 2026	9/14/2026	9/27/2026	21 2026	18 2027	9/28/2026	8/29/2027	8/30/2027	9/28/2027	8/30/2027	9/30/2027	10/1/2027	18 2027	10/1/2027	9/30/2028
21 2026	9/28/2026	10/11/2026	22 2026	19 2027	10/12/2026	9/12/2027	9/13/2027	10/12/2027	9/13/2027	10/31/2027	11/1/2027	20 2027	11/1/2027	10/31/2028
22 2026	10/12/2026	10/25/2026	23 2026	20 2027	10/26/2026	9/26/2027	9/27/2027	10/26/2027	9/27/2027	10/31/2027	11/1/2027	20 2027	11/1/2027	10/31/2028
23 2026	10/26/2026	11/8/2026	24 2026	21 2027	11/9/2026	10/10/2027	10/11/2027	11/9/2027	10/11/2027	11/30/2027	12/1/2027	23 2027	12/1/2027	11/30/2028
24 2026	11/9/2026	11/22/2026	25 2026	22 2027	11/23/2026	10/24/2027	10/25/2027	11/23/2027	10/25/2027	11/30/2027	12/1/2027	23 2027	12/1/2027	11/30/2028
25 2026	11/23/2026	12/6/2026	26 2026	23 2027	12/7/2026	11/7/2027	11/8/2027	12/7/2027	11/8/2027	12/31/2027	1/1/2028	25 2027	1/1/2028	12/31/2028
26 2026	12/7/2026	12/20/2026	1 2027	24 2027	12/21/2026	11/21/2027	11/22/2027	12/21/2027	11/22/2027	12/31/2027	1/1/2028	25 2027	1/1/2028	12/31/2028

This document was prepared for use by agencies on the State of Louisiana's LaGov HCM payroll system. The information contained in this document may not be appropriate for your use if you are not on the LaGov HCM payroll system. The information presented here does not include all of the ACA Requirements that may be applicable, only those requirements that LaGov HCM Paid agencies have been asked to complete in the LaGov HCM