

	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 this month		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 2018	12/18/2017	12/31/2017	2 2018	25 2018	1/1/2018	12/2/2018	12/3/2018	1/1/2019	12/3/2018	1/31/2019	2/1/2019	1 2019	2/1/2019	1/31/2020
2 2018	1/1/2018	1/14/2018	3 2018	26 2018	1/15/2018	12/16/2018	12/17/2018	1/15/2019	12/17/2018	1/31/2019	2/1/2019	1 2019	2/1/2019	1/31/2020
3 2018	1/15/2018	1/28/2018	4 2018	1 2019	1/29/2018	12/30/2018	12/31/2018	1/29/2019	12/31/2018	1/31/2019	2/1/2019	1 2019	2/1/2019	1/31/2020
4 2018	1/29/2018	2/11/2018	5 2018	2 2019	2/12/2018	1/13/2019	1/14/2019	2/12/2019	1/14/2019	2/28/2019	3/1/2019	3 2019	3/1/2019	2/29/2020
5 2018	2/12/2018	2/25/2018	6 2018	3 2019	2/26/2018	1/27/2019	1/28/2019	2/26/2019	1/28/2019	2/28/2019	3/1/2019	3 2019	3/1/2019	2/29/2020
6 2018	2/26/2018	3/11/2018	7 2018	4 2019	3/12/2018	2/10/2019	2/11/2019	3/12/2019	2/11/2019	3/31/2019	4/1/2019	5 2019	4/1/2019	3/31/2020
7 2018	3/12/2018	3/25/2018	8 2018	5 2019	3/26/2018	2/24/2019	2/25/2019	3/26/2019	2/25/2019	3/31/2019	4/1/2019	5 2019	4/1/2019	3/31/2020
8 2018	3/26/2018	4/8/2018	9 2018	6 2019	4/9/2018	3/10/2019	3/11/2019	4/9/2019	3/11/2019	4/30/2019	5/1/2019	8 2019	5/1/2019	4/30/2020
9 2018	4/9/2018	4/22/2018	10 2018	7 2019	4/23/2018	3/24/2019	3/25/2019	4/23/2019	3/25/2019	4/30/2019	5/1/2019	8 2019	5/1/2019	4/30/2020
10 2018	4/23/2018	5/6/2018	11 2018	8 2019	5/7/2018	4/7/2019	4/8/2019	5/7/2019	4/8/2019	5/31/2019	6/1/2019	10 2019	6/1/2019	5/31/2020
11 2018	5/7/2018	5/20/2018	12 2018	9 2019	5/21/2018	4/21/2019	4/22/2019	5/21/2019	4/22/2019	5/31/2019	6/1/2019	10 2019	6/1/2019	5/31/2020
12 2018	5/21/2018	6/3/2018	13 2018	10 2019	6/4/2018	5/5/2019	5/6/2019	6/4/2019	5/6/2019	6/30/2019	7/1/2019	12 2019	7/1/2019	6/30/2020
13 2018	6/4/2018	6/17/2018	14 2018	11 2019	6/18/2018	5/19/2019	5/20/2019	6/18/2019	5/20/2019	6/30/2019	7/1/2019	12 2019	7/1/2019	6/30/2020
14 2018	6/18/2018	7/1/2018	15 2018	12 2019	7/2/2018	6/2/2019	6/3/2019	7/2/2019	6/3/2019	7/31/2019	8/1/2019	14 2019	8/1/2019	7/31/2020
15 2018	7/2/2018	7/15/2018	16 2018	13 2019	7/16/2018	6/16/2019	6/17/2019	7/16/2019	6/17/2019	7/31/2019	8/1/2019	14 2019	8/1/2019	7/31/2020
16 2018	7/16/2018	7/29/2018	17 2018	14 2019	7/30/2018	6/30/2019	7/1/2019	7/30/2019	7/1/2019	7/31/2019	8/1/2019	14 2019	8/1/2019	7/31/2020

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			IT9004 Dates				IT9004 Dates			IT9004 Dates				
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	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End		Begins	Ends		PP Effective	Begins	Ends	
17 2018	7/30/2018	8/12/2018	18 2018	15 2019	8/13/2018	7/14/2019	7/15/2019	8/13/2019	7/15/2019	8/31/2019	9/1/2019	16 2019	9/1/2019	8/31/2020
18 2018	8/13/2018	8/26/2018	19 2018	16 2019	8/27/2018	7/28/2019	7/29/2019	8/27/2019	7/29/2019	8/31/2019	9/1/2019	16 2019	9/1/2019	8/31/2020
19 2018	8/27/2018	9/9/2018	20 2018	17 2019	9/10/2018	8/11/2019	8/12/2019	9/10/2019	8/12/2019	9/30/2019	10/1/2019	19 2019	10/1/2019	9/30/2020
20 2018	9/10/2018	9/23/2018	21 2018	18 2019	9/24/2018	8/25/2019	8/26/2019	9/24/2019	8/26/2019	9/30/2019	10/1/2019	19 2019	10/1/2019	9/30/2020
21 2018	9/24/2018	10/7/2018	22 2018	19 2019	10/8/2018	9/8/2019	9/9/2019	10/8/2019	9/9/2019	10/31/2019	11/1/2019	21 2019	11/1/2019	10/31/2020
22 2018	10/8/2018	10/21/2018	23 2018	20 2019	10/22/2018	9/22/2019	9/23/2019	10/22/2019	9/23/2019	10/31/2019	11/1/2019	21 2019	11/1/2019	10/31/2020
23 2018	10/22/2018	11/4/2018	24 2018	21 2019	11/5/2018	10/6/2019	10/7/2019	11/5/2019	10/7/2019	11/30/2019	12/1/2019	23 2019	12/1/2019	11/30/2020
24 2018	11/5/2018	11/18/2018	25 2018	22 2019	11/19/2018	10/20/2019	10/21/2019	11/19/2019	10/21/2019	11/30/2019	12/1/2019	23 2019	12/1/2019	11/30/2020
25 2018	11/19/2018	12/2/2018	26 2018	23 2019	12/3/2018	11/3/2019	11/4/2019	12/3/2019	11/4/2019	12/31/2019	1/1/2020	25 2019	1/1/2020	12/31/2020
26 2018	12/3/2018	12/16/2018	1 2019	24 2019	12/17/2018	11/17/2019	11/18/2019	12/17/2019	11/18/2019	12/31/2019	1/1/2020	25 2019	1/1/2020	12/31/2020
1 2019	12/17/2018	12/30/2018	2 2019	25 2019	12/31/2018	12/1/2019	12/2/2019	12/31/2019	12/2/2019	12/31/2019	1/1/2020	25 2019	1/1/2020	12/31/2020
2 2019	12/31/2018	1/13/2019	3 2019	26 2019	1/14/2019	12/15/2019	12/16/2019	1/14/2020	12/16/2019	1/31/2020	2/1/2020	1 2020	2/1/2020	1/31/2021
3 2019	1/14/2019	1/27/2019	4 2019	1 2020	1/28/2019	12/29/2019	12/30/2019	1/28/2020	12/30/2019	1/31/2020	2/1/2020	1 2020	2/1/2020	1/31/2021
4 2019	1/28/2019	2/10/2019	5 2019	2 2020	2/11/2019	1/12/2020	1/13/2020	2/11/2020	1/13/2020	2/29/2020	3/1/2020	4 2020	3/1/2020	2/28/2021
5 2019	2/11/2019	2/24/2019	6 2019	3 2020	2/25/2019	1/26/2020	1/27/2020	2/25/2020	1/27/2020	2/29/2020	3/1/2020	4 2020	3/1/2020	2/28/2021
6 2019	2/25/2019	3/10/2019	7 2019	4 2020	3/11/2019	2/9/2020	2/10/2020	3/10/2020	2/10/2020	3/31/2020	4/1/2020	6 2020	4/1/2020	3/31/2021

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	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End			Begins	Ends		PP Effective	Begins	Ends
7 2019	3/11/2019	3/24/2019	8 2019	5 2020	3/25/2019	2/23/2020	2/24/2020	3/24/2020	2/24/2020	3/31/2020	4/1/2020	6 2020	4/1/2020	3/31/2021
8 2019	3/25/2019	4/7/2019	9 2019	6 2020	4/8/2019	3/8/2020	3/9/2020	4/7/2020	3/9/2020	4/30/2020	5/1/2020	8 2020	5/1/2020	4/30/2021
9 2019	4/8/2019	4/21/2019	10 2019	7 2020	4/22/2019	3/22/2020	3/23/2020	4/21/2020	3/23/2020	4/30/2020	5/1/2020	8 2020	5/1/2020	4/30/2021
10 2019	4/22/2019	5/5/2019	11 2019	8 2020	5/6/2019	4/5/2020	4/6/2020	5/5/2020	4/6/2020	5/31/2020	6/1/2020	10 2020	6/1/2020	5/31/2021
11 2019	5/6/2019	5/19/2019	12 2019	9 2020	5/20/2019	4/19/2020	4/20/2020	5/19/2020	4/20/2020	5/31/2020	6/1/2020	10 2020	6/1/2020	5/31/2021
12 2019	5/20/2019	6/2/2019	13 2019	10 2020	6/3/2019	5/3/2020	5/4/2020	6/2/2020	5/4/2020	6/30/2020	7/1/2020	12 2020	7/1/2020	6/30/2021
13 2019	6/3/2019	6/16/2019	14 2019	11 2020	6/17/2019	5/17/2020	5/18/2020	6/16/2020	5/18/2020	6/30/2020	7/1/2020	12 2020	7/1/2020	6/30/2021
14 2019	6/17/2019	6/30/2019	15 2019	12 2020	7/1/2019	5/31/2020	6/1/2020	6/30/2020	6/1/2020	6/30/2020	7/1/2020	12 2020	7/1/2020	6/30/2021
15 2019	7/1/2019	7/14/2019	16 2019	13 2020	7/15/2019	6/14/2020	6/15/2020	7/14/2020	6/15/2020	7/31/2020	8/1/2020	14 2020	8/1/2020	7/31/2021
16 2019	7/15/2019	7/28/2019	17 2019	14 2020	7/29/2019	6/28/2020	6/29/2020	7/28/2020	6/29/2020	7/31/2020	8/1/2020	14 2020	8/1/2020	7/31/2021
17 2019	7/29/2019	8/11/2019	18 2019	15 2020	8/12/2019	7/12/2020	7/13/2020	8/11/2020	7/13/2020	8/31/2020	9/1/2020	17 2020	9/1/2020	8/31/2021
18 2019	8/12/2019	8/25/2019	19 2019	16 2020	8/26/2019	7/26/2020	7/27/2020	8/25/2020	7/27/2020	8/31/2020	9/1/2020	17 2020	9/1/2020	8/31/2021
19 2019	8/26/2019	9/8/2019	20 2019	17 2020	9/9/2019	8/9/2020	8/10/2020	9/8/2020	8/10/2020	9/30/2020	10/1/2020	19 2020	10/1/2020	9/30/2021
20 2019	9/9/2019	9/22/2019	21 2019	18 2020	9/23/2019	8/23/2020	8/24/2020	9/22/2020	8/24/2020	9/30/2020	10/1/2020	19 2020	10/1/2020	9/30/2021
21 2019	9/23/2019	10/6/2019	22 2019	19 2020	10/7/2019	9/6/2020	9/7/2020	10/6/2020	9/7/2020	10/31/2020	11/1/2020	21 2020	11/1/2020	10/31/2021
22 2019	10/7/2019	10/20/2019	23 2019	20 2020	10/21/2019	9/20/2020	9/21/2020	10/20/2020	9/21/2020	10/31/2020	11/1/2020	21 2020	11/1/2020	10/31/2021

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23 2019	10/21/2019	11/3/2019	24 2019	21 2020	11/4/2019	10/4/2020	10/5/2020	11/3/2020	10/5/2020	11/30/2020	12/1/2020	23 2020	12/1/2020	11/30/2021
24 2019	11/4/2019	11/17/2019	25 2019	22 2020	11/18/2019	10/18/2020	10/19/2020	11/17/2020	10/19/2020	11/30/2020	12/1/2020	23 2020	12/1/2020	11/30/2021
25 2019	11/18/2019	12/1/2019	26 2019	23 2020	12/2/2019	11/1/2020	11/2/2020	12/1/2020	11/2/2020	12/31/2020	1/1/2021	25 2020	1/1/2021	12/31/2021
26 2019	12/2/2019	12/15/2019	1 2020	24 2020	12/16/2019	11/15/2020	11/16/2020	12/15/2020	11/16/2020	12/31/2020	1/1/2021	25 2020	1/1/2021	12/31/2021
1 2020	12/16/2019	12/29/2019	2 2020	25 2020	12/30/2019	11/29/2020	11/30/2020	12/29/2020	11/30/2020	12/31/2020	1/1/2021	25 2020	1/1/2021	12/31/2021
2 2020	12/30/2019	1/12/2020	3 2020	26 2020	1/13/2020	12/13/2020	12/14/2020	1/12/2021	12/14/2020	1/31/2021	2/1/2021	1 2021	2/1/2021	1/31/2022
3 2020	1/13/2020	1/26/2020	4 2020	27 2020	1/27/2020	12/27/2020	12/28/2020	1/26/2021	12/28/2020	1/31/2021	2/1/2021	1 2021	2/1/2021	1/31/2022
4 2020	1/27/2020	2/9/2020	5 2020	1 2021	2/10/2020	1/10/2021	1/11/2021	2/9/2021	1/11/2021	2/28/2021	3/1/2021	3 2021	3/1/2021	2/28/2022
5 2020	2/10/2020	2/23/2020	6 2020	2 2021	2/24/2020	1/24/2021	1/25/2021	2/23/2021	1/25/2021	2/28/2021	3/1/2021	3 2021	3/1/2021	2/28/2022
6 2020	2/24/2020	3/8/2020	7 2020	3 2021	3/9/2020	2/7/2021	2/8/2021	3/9/2021	2/8/2021	3/31/2021	4/1/2021	5 2021	4/1/2021	3/31/2022
7 2020	3/9/2020	3/22/2020	8 2020	4 2021	3/23/2020	2/21/2021	2/22/2021	3/23/2021	2/22/2021	3/31/2021	4/1/2021	5 2021	4/1/2021	3/31/2022
8 2020	3/23/2020	4/5/2020	9 2020	5 2021	4/6/2020	3/7/2021	3/8/2021	4/6/2021	3/8/2021	4/30/2021	5/1/2021	7 2021	5/1/2021	4/30/2022
9 2020	4/6/2020	4/19/2020	10 2020	6 2021	4/20/2020	3/21/2021	3/22/2021	4/20/2021	3/22/2021	4/30/2021	5/1/2021	7 2021	5/1/2021	4/30/2022
10 2020	4/20/2020	5/3/2020	11 2020	7 2021	5/4/2020	4/4/2021	4/5/2021	5/4/2021	4/5/2021	5/31/2021	6/1/2021	9 2021	6/1/2021	5/31/2022
11 2020	5/4/2020	5/17/2020	12 2020	8 2021	5/18/2020	4/18/2021	4/19/2021	5/18/2021	4/19/2021	5/31/2021	6/1/2021	9 2021	6/1/2021	5/31/2022
12 2020	5/18/2020	5/31/2020	13 2020	9 2021	6/1/2020	5/2/2021	5/3/2021	6/1/2021	5/3/2021	6/30/2021	7/1/2021	11 2021	7/1/2021	6/30/2022

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			IT9004 Dates				IT9004 Dates				IT9004 Dates			
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	PP Begin	PP End	1st PP	24th PP	PP Begin	PP End		Begins	Ends		PP Effective	Begins	Ends	
13 2020	6/1/2020	6/14/2020	14 2020	10 2021	6/15/2020	5/16/2021	5/17/2021	6/15/2021	5/17/2021	6/30/2021	7/1/2021	11 2021	7/1/2021	6/30/2022
14 2020	6/15/2020	6/28/2020	15 2020	11 2021	6/29/2020	5/30/2021	5/31/2021	6/29/2021	5/31/2021	6/30/2021	7/1/2021	11 2021	7/1/2021	6/30/2022
15 2020	6/29/2020	7/12/2020	16 2020	12 2021	7/13/2020	6/13/2021	6/14/2021	7/13/2021	6/14/2021	7/31/2021	8/1/2021	13 2021	8/1/2021	7/31/2022
16 2020	7/13/2020	7/26/2020	17 2020	13 2021	7/27/2020	6/27/2021	6/28/2021	7/27/2021	6/28/2021	7/31/2021	8/1/2021	13 2021	8/1/2021	7/31/2022
17 2020	7/27/2020	8/9/2020	18 2020	14 2021	8/10/2020	7/11/2021	7/12/2021	8/10/2021	7/12/2021	8/31/2021	9/1/2021	16 2021	9/1/2021	8/31/2022
18 2020	8/10/2020	8/23/2020	19 2020	15 2021	8/24/2020	7/25/2021	7/26/2021	8/24/2021	7/26/2021	8/31/2021	9/1/2021	16 2021	9/1/2021	8/31/2022
19 2020	8/24/2020	9/6/2020	20 2020	16 2021	9/7/2020	8/8/2021	8/9/2021	9/7/2021	8/9/2021	9/30/2021	10/1/2021	18 2021	10/1/2021	9/30/2022
20 2020	9/7/2020	9/20/2020	21 2020	17 2021	9/21/2020	8/22/2021	8/23/2021	9/21/2021	8/23/2021	9/30/2021	10/1/2021	18 2021	10/1/2021	9/30/2022
21 2020	9/21/2020	10/4/2020	22 2020	18 2021	10/5/2020	9/5/2021	9/6/2021	10/5/2021	9/6/2021	10/31/2021	11/1/2021	20 2021	11/1/2021	10/31/2022
22 2020	10/5/2020	10/18/2020	23 2020	19 2021	10/19/2020	9/19/2021	9/20/2021	10/19/2021	9/20/2021	10/31/2021	11/1/2021	20 2021	11/1/2021	10/31/2022
23 2020	10/19/2020	11/1/2020	24 2020	20 2021	11/2/2020	10/3/2021	10/4/2021	11/2/2021	10/4/2021	11/30/2021	12/1/2021	22 2021	12/1/2021	11/30/2022
24 2020	11/2/2020	11/15/2020	25 2020	21 2021	11/16/2020	10/17/2021	10/18/2021	11/16/2021	10/18/2021	11/30/2021	12/1/2021	22 2021	12/1/2021	11/30/2022
25 2020	11/16/2020	11/29/2020	26 2020	22 2021	11/30/2020	10/31/2021	11/1/2021	11/30/2021	11/1/2021	11/30/2021	12/1/2021	22 2021	12/1/2021	11/30/2022
26 2020	11/30/2020	12/13/2020	27 2020	23 2021	12/14/2020	11/14/2021	11/15/2021	12/14/2021	11/15/2021	12/31/2021	1/1/2022	24 2021	1/1/2022	12/31/2022
27 2020	12/14/2020	12/27/2020	1 2021	24 2021	12/28/2020	11/28/2021	11/29/2021	12/28/2021	11/29/2021	12/31/2021	1/1/2022	24 2021	1/1/2022	12/31/2022

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 system.