

## Look Back dates for employee appointed or became health insurance eligible in 2026

Position Start Date	Initial Look Back			Standard Look Back*			IMP coverage level continues until this date, then SMP level begins*
	Measurement	Admin	Stability	Measurement	Admin	Stability	
Jan. 1, 2026	01/01/26 - 12/31/26	Jan. 2027	02/01/27 - 01/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Jan. 2-31, 2026	02/01/26 - 01/31/27	Feb. 2027	03/01/27 - 02/29/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
2/1/2026	02/01/26 - 01/31/27	Feb. 2027	03/01/27 - 02/29/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Feb. 2-29, 2026	03/01/26 - 02/29/27	Mar. 2027	04/01/27 - 03/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
3/1/2026	03/01/26 - 02/29/27	Mar. 2027	04/01/27 - 03/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
March 2-31, 2026	04/01/26 - 03/31/27	Apr. 2027	05/01/27 - 04/30/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
4/1/2026	04/01/26 - 03/31/27	Apr. 2027	05/01/27 - 04/30/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
April 2-30, 2026	05/01/26 - 04/30/27	May 2027	06/01/27 - 05/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
5/1/2026	05/01/26 - 04/30/27	May 2027	06/01/27 - 05/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
May 2-31, 2026	06/01/26 - 05/31/27	June 2027	07/01/27 - 06/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
6/1/2026	06/01/26 - 05/31/27	June 2027	07/01/27 - 06/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
June 2-30, 2026	07/01/26 - 06/30/27	July 2027	08/01/27 - 07/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
7/1/2026	07/01/26 - 06/30/27	Jul7 2027	08/01/27 - 07/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
July 2-31, 2026	08/01/26 - 07/31/27	Aug. 2027	09/01/27 - 08/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
8/1/2026	08/01/26 - 07/31/27	Aug. 2027	09/01/27 - 08/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Aug. 2-31, 2026	09/01/26 - 08/31/27	Sept. 2027	10/01/27 - 09/30/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
9/1/2026	09/01/26 - 08/31/27	Sept. 2027	10/01/27 - 09/30/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Sept. 2-30, 2026	10/01/26 - 09/30/27	Oct. 2027	11/01/27 - 10/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
10/1/2026	10/01/26 - 09/30/27	Oct. 2027	11/01/27 - 10/31/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Oct. 2-11, 2026	11/01/26 - 10/31/27	Nov. 2027	12/01/27 - 11/30/28	10/07/26 - 10/05/27	10/06/27 - 12/31/27	01/01/28 - 12/31/28	01/01/28
Oct. 12-31, 2026	11/01/26 - 10/31/27	Nov. 2027	12/01/27 - 11/30/28	10/06/28 - 10/04/28	10/06/28 - 12/31/28	01/01/29 - 12/31/29	01/01/29
11/1/2026	11/01/26 - 10/31/27	Nov. 2027	12/01/27 - 11/30/28	10/06/28 - 10/04/28	10/05/28 - 12/31/28	01/01/29 - 12/31/29	01/01/29
Nov. 2-30, 2026	12/01/26 - 11/30/27	Dec. 2027	01/01/28 - 12/31/28	10/06/28 - 10/04/28	10/05/28 - 12/31/28	01/01/29 - 12/31/29	01/01/29
12/1/2026	12/01/26 - 11/30/27	Dec. 2027	01/01/28 - 12/31/28	10/06/28 - 10/04/28	10/05/28 - 12/31/28	01/01/29 - 12/31/29	01/01/29
	01/01/27 - 12/31/27	Jan. 2028	02/01/28 - 01/31/29	10/06/28 - 10/04/28	10/05/28 - 12/31/28	01/01/29 - 12/31/29	01/01/29