

Initial Look Back

The Initial Look Back began in October 2013 and continues indefinitely; this diagram only represents only six months. The Initial Look Back measures the hours of all employees that did not receive the full employer contribution level coverage at the time of appointment. Agencies will conduct an Administration Period once every month beginning October 2014.

For employee appointed in December, 2014

Initial Measurement Period January 1, 2015 - December 31, 2015	Admin Period Jan 2016	Initial Stability Period February 1, 2016 - January 31, 2017
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For employee appointed in January, 2015

Initial Measurement Period February 1, 2015 - January 1, 2016	Admin Period Feb 2016	Initial Stability Period March 1, 2016 - February 28, 2017
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For employees appointed in February, 2015

Initial Measurement Period March 1, 2015 - February 29, 2016	Admin Period March 2016	Initial Stability Period April 1, 2016 - March 31, 2017
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For employees appointed in March, 2015

Initial Measurement Period April 1, 2015 - March 31, 2016	Admin Period April 2016	Initial Stability Period May 1, 2016 - April 30, 2017
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For employee appointed in April, 2015

Initial Measurement Period May 1, 2015 - April 30, 2016	Admin Period May 2016	Initial Stability Period June 1, 2016 - May 31, 2017
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For employee appointed in May, 2015

Initial Measurement Period June 1, 2015 - May 31, 2016	Admin Period June 2016	Initial Stability Period July 1, 2016 - June 30, 2017
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