KERN COUNTY HEALTH & WELLNESS

Health Benefits Effective Date for New Hires

New Hires are eligible for coverage the first day of the biweekly pay period following one month of continuous service, beginning on the day the employee physically reports to duty in the benefits eligible position.

If first day of employment is during:			Health Benefits Effective Date:
10/02/25	to	10/15/25	11/15/25
10/16/25	to	10/29/25	11/29/25
10/30/25	to	11/13/25	12/13/25
11/14/25	to	11/27/25	12/27/25
11/28/25	to	12/10/25	01/10/26
12/11/25	to	12/24/25	01/24/26
12/25/25	to	01/07/26	02/07/26
01/08/26	to	01/21/26	02/21/26
01/22/26	to	02/07/26	03/07/26
02/08/26	to	02/21/26	03/21/26
02/22/26	to	03/04/26	04/04/26
03/05/26	to	03/18/26	04/18/26
03/19/26	to	04/02/26	05/02/26
04/03/26	to	04/16/26	05/16/26
04/17/26	to	04/30/26	05/30/26
05/01/26	to	05/13/26	06/13/26
05/14/26	to	05/27/26	06/27/26
05/28/26	to	06/11/26	07/11/26
06/12/26	to	06/25/26	07/25/26
06/26/26	to	07/08/26	08/08/26
07/09/26	to	07/22/26	08/22/26
07/23/26	to	08/05/26	09/05/26
08/06/26	to	08/19/26	09/19/26
08/20/26	to	09/03/26	10/03/26
09/04/26	to	09/17/26	10/17/26
09/18/26	to	09/30/26	10/31/26
10/01/26	to	10/14/26	11/14/26
10/15/26	to	10/28/26	11/28/26
10/29/26	to	11/12/26	12/12/26
11/13/26	to	11/26/26	12/26/26
11/27/26	to	12/09/26	01/09/27

Note: If a New Hire is on a Leave of Absence before coverage commences, they will be eligible for coverage the first day of the biweekly payroll period following the day they return to work as long as that date is on or after their original eligibility date.