

2025 First Working Day of Month/Effective Date Table

PEBB benefits administrators use the table to determine the effective date of medical, dental and vision coverage based on the employee's first working day of the month.

First day of work	Medical/Dental effective date	First day of work	Medical/Dental effective date
January		July	
January 1	January 1	July 1	July 1
January 2	January 2	July 2 and after	August 1
January 3 and after	February 1		
February		August	
February 1	February 1	August 1	August 1
February 2	February 2	August 2 and after	September 1
February 3	February 3		
February 4 and after	March 1		
March		September	
March 1	March 1	September 1	September 1
March 2	March 2	September 2	September 2
March 3	March 3	September 3 and after	October 1
March 4 and after	April 1		
April		October	
April 1	April 1	October 1	October 1
April 2 and after	May 1	October 2 and after	November 1
May		November	
May 1	May 1	November 1	November 1
May 2 and after	June 1	November 2	November 2
		November 3	November 3
		November 4 and after	December 1
June		December	
June 1	June 1	December 1	December 1
June 2	June 2	December 2 and after	January 1
June 3 and after	July 1		