

Hire Date/Effective Date – 2009

2009 Hire Date	Medical/Dental Effective Date	2009 Hire Date	Medical/Dental Effective Date
January		July	
1-January	1-January	1-July	1-July
2-January	2-January	2-July and after	1-August
3-January and after	1-February	August	
February		1-August	1-August
1-February	1-February	2-August	2-August
2-February	2-February	3-August	3-August
3-February and after	1-March	4-August and after	1-September
March		September	
1-March	1-March	1-September	1-September
2-March	2-March	2-September and after	1-October
3-March and after	1-April	October	
April		1-October	1-October
1-April	1-April	2-October and after	1-November
2-April and after	1-May	November	
May		1-November	1-November
1-May	1-May	2-November	2-November
2-May and after	1-June	3-November and after	1-December
June		December	
1-June	1-June	1-December	1-December
2-June and after	1-July	2-December and after	1-January