



2027 Health Coverage Calendar

Work Dates	Pay Date	Coverage Period
December 19, 2026– January 1, 2027	January 12, 2027	December 19, 2026– January 1, 2027
January 2, 2027 – January 15, 2027	January 26, 2027	January 2, 2027 – January 15, 2027
January 16, 2027 – January 29, 2027	February 9, 2027	January 16, 2027 – January 29, 2027
January 30, 2027 – February 12, 2027	February 23, 2027	January 30, 2027 – February 12, 2027
February 13, 2027 – February 26, 2027	March 9, 2027	February 13, 2027 – February 26, 2027
February 27, 2027 – March 12, 2027	March 23, 2027	February 27, 2027 – March 12, 2027
March 13, 2027 – March 26, 2027	April 6, 2027	March 3., 2027 – March 26, 2027
March 27, 2027 – April 09, 2027	April 20, 2027	March 27, 2027 – April 09, 2027
April 10, 2027 – April 23, 2027	May 4, 2027	April 10, 2027 – April 23, 2027
April 24, 2027 – May 7, 2027	May 18, 2027	April 24, 2027 – May 7, 2027
May 8, 2027 – May 21, 2027	June 1, 2027	May 8, 2027 – May 21, 2027
May 22, 2027 - June 4, 2027	June 15, 2027	May 22, 2027 - June 4, 2027
June 5, 2027 – June 18, 2027	June 29, 2027	June 5, 2027 – June 18, 2027
June 19, 2027 – July 2 , 2027	July 13, 2027	June 19, 2027 – July 2 , 2027
July 3, 2027 – July 16, 2027	July 27, 2027	July 3, 2027 – July 16, 2027
July 17, 2027 – July 30, 2027	August 10, 2027	July 17, 2027 – July 30, 2027
July 31, 2027 – August 13, 2027	August 24, 2027	July 31, 2027 – August 13, 2027
August 14, 2027 – August 27, 2027	September 7, 2027	August 14, 2027 – August 27, 2027
August 28, 2027 – September 10, 2027	September 21, 2027	August 28, 2027 – September 10, 2027
September 11, 2027 – September 24, 2027	October 5, 2027	September 11, 2027 – September 24, 2027
September 25, 2027 – October 08, 2027	October 19, 2027	September 25, 2027 – October 08, 2027
October 09, 2027 – October 22, 2027	November 2, 2027	October 09, 2027 – October 22, 2027
October 23, 2027 - November 5, 2027	November 16, 2027	October 23, 2027 - November 5, 2027
November 6, 2027 – November 19, 2027	November 30, 2027	November 6, 2027 – November 19, 2027
November 20, 2027 – December 3, 2027	December 14, 2027	November 20, 2027 – December 3, 2027
December 4, 2027 – December 17, 2027	December 28, 2027	December 4, 2027 – December 17, 2027



New Hires: Health Coverage Does Not Begin On Work Start Date

You have **30 days from your work start date** to enroll in health benefits. If you enroll within the **30-day deadline**, coverage will begin on the first day of the coverage period following your work start date.

Employee premium contributions are deducted from paychecks biweekly and are paid concurrent with the coverage period. Flexible Spending Account (FSA) deductions only occur on pay dates during the 2027 tax year.

If you take an approved unpaid Leave of Absence, you must arrange to make premium payments that were previously deducted from your paycheck, directly to SFHSS. Employee premium contributions are due no later than the pay date of the benefits coverage periods above.