

2025 HR Calendar: Pay Periods, ECNs & Connections												
Pay Period By week	Pay Period Begin	Pay Period End	Paycheck Issue	ECNs Due from Dept to HR	Blackout Dates	Prior PPD PTCs due to Payroll	Connections Date	One (1) Month Review	Five (5) Month Review	Twelve (12) Review (Fire and Correction Certified Employee)	Notes	
01	12/22/2024	1/4/2025	1/10/2025	12/20/2024		12/31/2024	12/23/2024	1/23/2025	5/23/2025	12/23/2025		
	12/22/2024	1/4/2025	1/10/2025	12/20/2024		12/31/2024	12/30/2024	1/30/2025	5/30/2025	12/30/2025		
02	1/5/2025	1/18/2025	1/24/2025	1/3/2025		1/14/2025	1/6/2025	2/6/2025	6/6/2025	1/6/2026		
	1/5/2025	1/18/2025	1/24/2025	1/3/2025		1/14/2025	1/13/2025	2/13/2025	6/13/2025	1/13/2026		
03	1/19/2025	2/1/2025	2/7/2025	1/17/2025		1/28/2025	1/21/2025	2/21/2025	6/21/2025	1/21/2026	Martin Luther King, Jr. Day 01/20/2025	
	1/19/2025	2/1/2025	2/7/2025	1/17/2025		1/28/2025	1/27/2025	2/27/2025	6/27/2025	1/27/2026		
04	2/2/2025	2/15/2025	2/21/2025	1/31/2025		2/11/2025	2/3/2025	3/3/2025	7/3/2025	2/3/2026		
	2/2/2025	2/15/2025	2/21/2025	1/31/2025		2/11/2025	2/10/2025	3/10/2025	7/10/2025	2/10/2026		
05	2/16/2025	3/1/2025	3/7/2025	2/14/2025		2/25/2025	2/17/2025	3/17/2025	7/17/2025	2/17/2026		
	2/16/2025	3/1/2025	3/7/2025	2/14/2025		2/25/2025	2/24/2025	3/24/2025	7/24/2025	2/24/2026		
06	3/2/2025	3/15/2025	3/21/2025	2/28/2025		3/11/2025	3/3/2025	4/3/2025	8/3/2025	3/3/2026		
	3/2/2025	3/15/2025	3/21/2025	2/28/2025		3/11/2025	3/10/2025	4/10/2025	8/10/2025	3/10/2026		
07	3/16/2025	3/29/2025	4/4/2025	3/14/2025		3/25/2025	3/17/2025	4/17/2025	8/17/2025	3/17/2026		
	3/16/2025	3/29/2025	4/4/2025	3/14/2025		3/25/2025	3/24/2025	4/24/2025	8/24/2025	3/24/2026		
08	3/30/2025	4/12/2025	4/18/2025	3/28/2025		4/8/2025	3/31/2025	4/30/2025	8/31/2025	3/31/2026		
	3/30/2025	4/12/2025	4/18/2025	3/28/2025		4/8/2025	4/7/2025	5/7/2025	9/7/2025	4/7/2026		
09	4/13/2025	4/26/2025	5/2/2025	4/11/2025		4/22/2025	4/14/2025	5/14/2025	9/14/2025	4/14/2026		
	4/13/2025	4/26/2025	5/2/2025	4/11/2025		4/22/2025	4/21/2025	5/21/2025	9/21/2025	4/21/2026		
10	4/27/2025	5/10/2025	5/16/2025	4/25/2025		5/6/2025	4/28/2025	5/28/2025	9/28/2025	4/28/2026		
	4/27/2025	5/10/2025	5/16/2025	4/25/2025		5/6/2025	5/5/2025	6/5/2025	10/5/2025	5/5/2026		
11	5/11/2025	5/24/2025	5/30/2025	5/9/2025		5/20/2025	5/12/2025	6/12/2025	10/12/2025	5/12/2026		
	5/11/2025	5/24/2025	5/30/2025	5/9/2025		5/20/2025	5/19/2025	6/19/2025	10/19/2025	5/19/2026		
12	5/25/2025	6/7/2025	6/13/2025	5/23/2025		6/3/2025	5/27/2025	6/27/2025	10/27/2025	5/27/2026	Memorial Day 5/26/2025 (Conn on Tuesday, 05/27/2025)	
	5/25/2025	6/7/2025	6/13/2025	5/23/2025		6/3/2025	6/2/2025	7/2/2025	11/2/2025	6/2/2026		
13	6/8/2025	6/21/2025	6/27/2025	6/6/2025		6/17/2025	6/9/2025	7/9/2025	11/9/2025	6/9/2026		
	6/8/2025	6/21/2025	6/27/2025	6/6/2025		6/17/2025	6/16/2025	7/16/2025	11/16/2025	6/16/2026		
14	6/22/2025	7/5/2025	7/11/2025	6/20/2025		7/1/2025	6/23/2025	7/23/2025	11/23/2025	6/23/2026	Independence Day 07/04/2025	
	6/22/2025	7/5/2025	7/11/2025	6/20/2025		7/1/2025	6/30/2025	7/30/2025	11/30/2025	6/30/2026		
15	7/6/2025	7/19/2025	7/25/2025	7/4/2025		7/15/2025	7/7/2025	8/7/2025	12/7/2025	7/7/2026		
	7/6/2025	7/19/2025	7/25/2025	7/4/2025		7/15/2025	7/14/2025	8/14/2025	12/14/2025	7/14/2026		
16	7/20/2025	8/2/2025	8/8/2025	7/18/2025		7/29/2025	7/21/2025	8/21/2025	12/21/2025	7/21/2026		
	7/20/2025	8/2/2025	8/8/2025	7/18/2025		7/29/2025	7/28/2025	8/28/2025	12/28/2025	7/28/2026		
17	8/3/2025	8/16/2025	8/22/2025	8/1/2025		8/12/2025	8/4/2025	9/4/2025	1/4/2026	8/4/2026		
	8/3/2025	8/16/2025	8/22/2025	8/1/2025		8/12/2025	8/11/2025	9/11/2025	1/11/2026	8/11/2026		
18	8/17/2025	8/30/2025	9/5/2025	8/15/2025		8/26/2025	8/18/2025	9/18/2025	1/18/2026	8/18/2026		
	8/17/2025	8/30/2025	9/5/2025	8/15/2025		8/26/2025	8/25/2025	9/25/2025	1/25/2026	8/25/2026		
19	8/31/2025	9/13/2025	9/19/2025	8/29/2025		9/9/2025	9/2/2025	10/2/2025	2/2/2026	9/2/2026	Labor Day 09/01/2025 (Conn on Tuesday, 09/02/2025)	
	8/31/2025	9/13/2025	9/19/2025	8/29/2025		9/9/2025	9/8/2025	10/8/2025	2/8/2026	9/8/2026		
20	9/14/2025	9/27/2025	10/3/2025	9/12/2025		9/23/2025	9/15/2025	10/15/2025	2/15/2026	9/15/2026	BLACK OUT DATES: No ECN Processing 10/8/25 - 10/29/2025	
	9/14/2025	9/27/2025	10/3/2025	9/12/2025		9/23/2025	9/22/2025	10/22/2025	2/22/2026	9/22/2026	Open Enrollment: 10/1/2025 - 10/14/2025	
21	9/28/2025	10/11/2025	10/17/2025	9/26/2025	10/8/2025 - 10/29/2025	10/7/2025	9/29/2025	10/29/2025	2/28/2026	9/29/2026	Veterans' Day, Tues, 11/11/2025	
	9/28/2025	10/11/2025	10/17/2025	9/26/2025	10/8/2025 - 10/29/2025	10/7/2025	10/6/2025	11/6/2025	3/6/2026	10/6/2026	Early Payroll For Thanksgiving: Nov 21, 2025	
22	10/12/2025	10/25/2025	10/31/2025	10/10/2025		10/21/2025	10/13/2025	11/13/2025	3/13/2026	10/13/2026		
	10/12/2025	10/25/2025	10/31/2025	10/10/2025		10/21/2025	10/20/2025	11/20/2025	3/20/2026	10/20/2026	Thanksgiving Holidays	
23	10/26/2025	11/8/2025	11/14/2025	10/24/2025		11/4/2025	10/27/2025	11/27/2025	3/27/2026	10/27/2026	Wed, 11/27/2025- Thurs, 11/28/2025	
	10/26/2025	11/8/2025	11/14/2025	10/24/2025		11/4/2025	11/3/2025	12/3/2025	4/3/2026	11/3/2026		
24	11/9/2025	11/22/2025	11/26/2025	11/7/2025		11/18/2025	11/10/2025	12/10/2025	4/10/2026	11/10/2026	Longevity payments will be made in Nov. 2025	
	11/9/2025	11/22/2025	11/26/2025	11/7/2025		11/18/2025	11/17/2025	12/17/2025	4/17/2026	11/17/2026		
25	11/23/2025	12/6/2025	12/12/2025	11/21/2025		12/2/2025	11/24/2025	12/24/2025	4/24/2026	11/24/2026	Early Payroll For Christmas: Dec 19, 2025	
	11/23/2025	12/6/2025	12/12/2025	11/21/2025		12/2/2025	12/1/2025	1/1/2026	5/1/2026	12/1/2026	Christmas Eve Observed: Wed, 12/24/2025	
26	12/7/2025	12/20/2025	12/26/2025	12/5/2025		12/16/2025	12/8/2025	1/8/2026	5/8/2026	12/8/2026		
	12/7/2025	12/20/2025	12/26/2025	12/5/2025		12/16/2025	12/15/2025	1/15/2026	5/15/2026	12/15/2026	* New Hires / Rehires ONLY	

*ECNs received after this date shall be made effective the following Pay Period.