2026 HR Calendar: Pay Periods, ECNs & Connections

Pay Period By week 01-26	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	12/21/2025	1/3/2026	1/9/2026	12/19/2025		12/30/2025	12/22/2025	1/22/2026	5/22/2026	12/22/2026	Christmas 12/25/2025 & Christmas Eve 12/24/2025
	12/21/2025	1/3/2026	1/9/2026	12/19/2025		12/30/2025	12/29/2025	1/29/2026	5/29/2026	12/29/2026	New Year's Day 01/01/2026
02	1/4/2026	1/17/2026	1/23/2026	1/2/2026		1/13/2026	1/5/2026	2/5/2026	6/5/2026	1/5/2027	
	1/4/2026	1/17/2026	1/23/2026	1/2/2026		1/13/2026	1/12/2026	2/12/2026	6/12/2026	1/12/2027	
03	1/18/2026	1/31/2026	2/6/2026	1/16/2026		1/27/2026	*1/20/2026*	2/20/2026	6/20/2026	1/20/2027	Martin Luther King Day 01/19/2026 (Connections moved to 01/20/2026)
	1/18/2026	1/31/2026	2/6/2026	1/16/2026		1/27/2026	1/26/2026	2/26/2026	6/26/2026	1/26/2027	
04	2/1/2026	2/14/2026	2/20/2026	1/30/2026		2/10/2026	2/2/2026	3/2/2026	7/2/2026	2/2/2027	
	2/1/2026	2/14/2026	2/20/2026	1/30/2026		2/10/2026	2/9/2026	3/9/2026	7/9/2026	2/9/2027	
05	2/15/2026	2/28/2026	3/6/2026	2/13/2026		2/24/2026	2/16/2026	3/16/2026	7/16/2026	2/16/2027	
	2/15/2026	2/28/2026	3/6/2026	2/13/2026		2/24/2026	2/23/2026	3/23/2026	7/23/2026	2/23/2027	
06	3/1/2026	3/14/2026	3/20/2026	2/27/2026		3/10/2026	3/2/2026	4/2/2026	8/2/2026	3/2/2027	
	3/1/2026	3/14/2026	3/20/2026	2/27/2026		3/10/2026	3/9/2026	4/9/2026	8/9/2026	3/9/2027	
07	3/15/2026	3/28/2026	4/3/2026	3/13/2026		3/24/2026	3/16/2026	4/16/2026	8/16/2026	3/16/2027	
	3/15/2026	3/28/2026	4/3/2026	3/13/2026		3/24/2026	3/23/2026	4/23/2026	8/23/2026	3/23/2027	
08	3/29/2026	4/11/2026	4/17/2026	3/27/2026		4/7/2026	3/30/2026	4/30/2026	8/30/2026	3/30/2027	
	3/29/2026	4/11/2026	4/17/2026	3/27/2026		4/7/2026	4/6/2026	5/6/2026	9/6/2026	4/6/2027	
09	4/12/2026	4/25/2026	5/1/2026	4/10/2026		4/21/2026	4/13/2026	5/13/2026	9/13/2026	4/13/2027	
	4/12/2026	4/25/2026	5/1/2026	4/10/2026		4/21/2026	4/20/2026	5/20/2026	9/20/2026	4/20/2027	
10	4/26/2026	5/9/2026	5/15/2026	4/24/2026		5/5/2026	4/27/2026	5/27/2026	9/27/2026	4/27/2027	
	4/26/2026	5/9/2026	5/15/2026	4/24/2026		5/5/2026	5/4/2026	6/4/2026	10/4/2026	5/4/2027	
11	5/10/2026	5/23/2026	5/29/2026	5/8/2026		5/19/2026	5/11/2026	6/11/2026	10/11/2026	5/11/2027	
	5/10/2026	5/23/2026	5/29/2026	5/8/2026		5/19/2026	5/18/2026	6/18/2026	10/18/2026	5/18/2027	
12	5/24/2026	6/6/2026	6/12/2026	5/22/2026		6/2/2026	*5/26/2026*	6/26/2026	10/26/2026	5/26/2027	Memorial Day 05/25/2026 (Connections moved to 05/26/2026)
	5/24/2026	6/6/2026	6/12/2026	5/22/2026		6/2/2026	6/1/2026	7/1/2026	11/1/2026	6/1/2027	
13	6/7/2026	6/20/2026	6/26/2026	6/5/2026		6/16/2026	6/8/2026	7/8/2026	11/8/2026	6/8/2027	
	6/7/2026	6/20/2026	6/26/2026	6/5/2026		6/16/2026	6/15/2026	7/15/2026	11/15/2026	6/15/2027	
14	6/21/2026	7/4/2026	7/10/2026	6/19/2026		6/30/2026	6/22/2026	7/22/2026	11/22/2026	6/22/2027	
	6/21/2026	7/4/2026	7/10/2026	6/19/2026		6/30/2026	6/29/2026	7/29/2026	11/29/2026	6/29/2027	Independence Day 07/04/2026
15	7/5/2026	7/18/2026	7/24/2026	7/3/2026		7/14/2026	7/6/2026	8/6/2026	12/6/2026	7/6/2027	
	7/5/2026	7/18/2026	7/24/2026	7/3/2026		7/14/2026	7/13/2026	8/13/2026	12/13/2026	7/13/2027	
16	7/19/2026	8/1/2026	8/7/2026	7/17/2026		7/28/2026	7/20/2026	8/20/2026	12/20/2026	7/20/2027	
	7/19/2026	8/1/2026	8/7/2026	7/17/2026		7/28/2026	7/27/2026	8/27/2026	12/27/2026	7/27/2027	
17	8/2/2026	8/15/2026	8/21/2026	7/31/2026		8/11/2026	8/3/2026	9/3/2026	1/3/2027	8/3/2027	
	8/2/2026	8/15/2026	8/21/2026	7/31/2026		8/11/2026	8/10/2026	9/10/2026	1/10/2027	8/10/2027	
18	8/16/2026	8/29/2026	9/4/2026	8/14/2026		8/25/2026	8/17/2026	9/17/2026	1/17/2027	8/17/2027	
	8/16/2026	8/29/2026	9/4/2026	8/14/2026		8/25/2026	8/24/2026	9/24/2026	1/24/2027	8/24/2027	
19	8/30/2026	9/12/2026	9/18/2026	8/28/2026		9/8/2026	8/31/2026	9/30/2026	1/31/2027	8/31/2027	
	8/30/2026	9/12/2026	9/18/2026	8/28/2026		9/8/2026	*9/8/2026*	10/8/2026	2/8/2027	9/8/2027	Labor Day 09/07/2026 (Connections moved to 09/08/2026)
20	9/13/2026	9/26/2026	10/2/2026	9/11/2026		9/22/2026	9/14/2026	10/14/2026	2/14/2027	9/14/2027	
	9/13/2026	9/26/2026	10/2/2026	9/11/2026		9/22/2026	9/21/2026	10/21/2026	2/21/2027	9/21/2027	
21	9/27/2026	10/10/2026	10/16/2026	9/25/2026		10/6/2026	9/28/2026	10/28/2026	2/28/2027	9/28/2027	
	9/27/2026	10/10/2026	10/16/2026	9/25/2026		10/6/2026	10/5/2026	11/5/2026	3/5/2027	10/5/2027	
22	10/11/2026	10/24/2026	10/30/2026	10/9/2026	Blackout	10/20/2026	10/12/2026	11/12/2026	3/12/2027	10/12/2027	
	10/11/2026	10/24/2026	10/30/2026	10/9/2026	Blackout	10/20/2026	10/19/2026	11/19/2026	3/19/2027	10/19/2027	Blackout Dates - No ECN Processing: 10/8/2026-10/29/2026
23	10/25/2026	11/7/2026	11/13/2026	10/23/2026		11/3/2026	10/26/2026	11/26/2026	3/26/2027	10/26/2027	
	10/25/2026	11/7/2026	11/13/2026	10/23/2026		11/3/2026	11/2/2026	12/2/2026	4/2/2027	11/2/2027	
24	11/8/2026	11/21/2026	11/27/2026	11/6/2026		11/17/2026	11/9/2026	12/9/2026	4/9/2027	11/9/2027	Veteran's Day 11/11/2026
	11/8/2026	11/21/2026	11/27/2026	11/6/2026		11/17/2026	11/16/2026	12/16/2026	4/16/2027	11/16/2027	
25	11/22/2026	12/5/2026	12/11/2026	11/20/2026		12/1/2026	11/23/2026	12/23/2026	4/23/2027	11/23/2027	Thanksgiving 11/26/2026
	11/22/2026	12/5/2026	12/11/2026	11/20/2026		12/1/2026	11/30/2026	12/30/2026	4/30/2027	11/30/2027	
26	12/6/2026	12/19/2026	12/25/2026	12/4/2026		12/15/2026	12/7/2026	1/7/2027	5/7/2027	12/7/2027	
	12/6/2026	12/19/2026	12/25/2026	12/4/2026		12/15/2026	12/14/2026	1/14/2027	5/14/2027	12/14/2027	**New Hire/Rehires ONLY (No Transfers)
	12/20/2026	1/2/2027	1/8/2027	12/18/2026		12/29/2026	12/21/2026	1/21/2027	5/21/2027	12/21/2027	Christmas 12/25/2026 & Christmas Eve 12/24/2026
	12/20/2026	1/2/2027	1/8/2027	12/18/2026		12/29/2026	12/28/2026	1/28/2027	5/28/2027	12/28/2027	New Year's Day 01/01/2027
	1/3/2027	1/16/2027	1/22/2027	1/1/2027		1/12/2027	1/4/2027	2/4/2027	6/4/2027	1/4/2028	
	1/3/2027	1/16/2027	1/22/2027	1/1/2027		1/12/2027	1/11/2027	2/11/2027	6/11/2027	1/11/2028	

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