

Lay Employee Bi-Weekly Pay periods and Pay Dates for 2025

Pay period ends	Timesheet by noon on	Pay date	pays insurance for month of
10/4/2025	10/6/2025	10/10/2025	October-25
10/18/2025	10/20/2025	10/24/2025	October-25
11/1/2025	11/3/2025	11/7/2025	November-25
11/15/2025	11/17/2025	11/21/2025	November-25
11/29/2025	12/1/2025	12/5/2025	December-25
12/13/2025	12/15/2025	12/19/2025	December-25
12/27/2025	12/29/2025	1/2/2026	January-26

Lay employee bi-weekly Pay periods and Pay Dates for 2026

Pay period ends	Timesheet by noon on	Pay date	pays insurance for month of
12/27/2025	12/29/2025	1/2/2026	January-26
1/10/2026	1/12/2026	1/16/2026	January-26
1/24/2026	1/26/2026	1/30/2026	No insurance payment or HSA/FSA deducted**
2/7/2026	2/9/2026	2/13/2026	February-26
2/21/2026	2/23/2026	2/27/2026	February-26
3/7/2026	3/9/2026	3/13/2026	March-26
3/21/2026	3/23/2026	3/27/2026	March-26
4/4/2026	4/6/2026	4/10/2026	April-26
4/18/2026	4/20/2026	4/24/2026	April-26
5/2/2026	5/4/2026	5/8/2026	May-26
5/16/2026	5/18/2026	5/22/2026	May-26
5/30/2026	6/1/2026	6/5/2026	June-26
6/13/2026	6/15/2026	6/19/2026	June-26
6/27/2026	6/29/2026	7/3/2026	July-26
7/11/2026	7/13/2026	7/17/2026	July-26
7/25/2026	7/27/2026	7/31/2026	No insurance payment or HSA/FSA deducted**
8/8/2026	8/10/2026	8/14/2026	August-26
8/22/2026	8/24/2026	8/28/2026	August-26
9/5/2026	9/7/2026	9/11/2026	September-26
9/19/2026	9/21/2026	9/25/2026	September-26
10/3/2026	10/5/2026	10/9/2026	October-26
10/17/2026	10/19/2026	10/23/2026	October-26
10/31/2026	11/2/2026	11/6/2026	November-26
11/14/2026	11/16/2026	11/20/2026	November-26
11/28/2026	11/30/2026	12/4/2026	December-26
12/12/2026	12/14/2026	12/18/2026	December-26
12/26/2026	12/28/2026	1/1/2027	January-27
1/9/2027	1/11/2027	1/15/2027	January-27

** NOTE: 401k deferrals will still be taken during these pay periods.

Lay Employees Monthly Pay periods and Pay Dates for 2025

Pay period ends	Timesheet by noon on	Pay date	pays insurance for month of
10/18/2025	10/20/2025	10/24/2025	October-25
11/22/2025	11/24/2025	11/26/2025	November-25
12/20/2025	12/22/2025	12/26/2025	December-25

Lay Employees Monthly Pay periods and Pay Dates for 2026

Pay period ends	Timesheet by noon on	Pay date	pays insurance for month of
1/17/2026	1/19/2026	1/23/2026	January-26
2/21/2026	2/23/2026	2/27/2026	February-26
3/21/2026	3/23/2026	3/27/2026	March-26
4/18/2026	4/20/2026	4/24/2026	April-26
5/16/2026	5/18/2026	5/22/2026	May-26
6/20/2026	6/22/2026	6/26/2026	June-26
7/18/2026	7/20/2026	7/24/2026	July-26
8/22/2026	8/24/2026	8/28/2026	August-26
9/19/2026	9/21/2026	9/25/2026	September-26
10/17/2026	10/19/2026	10/23/2026	October-26
11/21/2026	11/23/2026	11/25/2026	November-26
12/19/2026	12/21/2026	12/23/2026	December-26