

New HSA elections (due to your new hire status or any changes made to your current election) are prospective and will be effective the first pay date in the following month. The effective pay date must contain the first pay day of the month in the pay period.

**NOTE:** If the first day of the month falls on a weekend, your election will commence in the next pay date.

**Example:** If you were hired or made HSA changes in YBR on June 30, 2025, the effective date of your HSA contribution in payroll will be on the July 11, 2025 pay date.

Pay Period	Period Begin Date	Period End Date	Payday
1	12/23/24	01/05/25	01/10/25
2	01/06/25	01/19/25	01/24/25
3	01/20/25	02/02/25	02/07/25
4	02/03/25	02/16/25	02/21/25
5	02/17/25	03/02/25	03/07/25
6	03/03/25	03/16/25	03/21/25
7	03/17/25	03/30/25	04/04/25
8	03/31/25	04/13/25	04/18/25
9	04/14/25	04/27/25	05/02/25
10	04/28/25	05/11/25	05/16/25
11	05/12/25	05/25/25	05/30/25
12	05/26/25	06/08/25	06/13/25
13	06/09/25	06/22/25	06/27/25
14	06/23/25	07/06/25	07/11/25
15	07/07/25	07/20/25	07/25/25
16	07/21/25	08/03/25	08/08/25
17	08/04/25	08/17/25	08/22/25
18	08/18/25	08/31/25	09/05/25
19	09/01/25	09/14/25	09/19/25
20	09/15/25	09/28/25	10/03/25
21	09/29/25	10/12/25	10/17/25
22	10/13/25	10/26/25	10/31/25
23	10/27/25	11/09/25	11/14/25
24	11/10/25	11/23/25	11/28/25
25	11/24/25	12/07/25	12/12/25
26	12/08/25	12/21/25	12/26/25