

Summer/ Winter 19-20 HCM Job Action Cutoff Schedule

The schedule affords the optimum opportunity for job action requests to be reflected by the start (effective) date of the action. To use the schedule, match the effective date that is on the appointment letter with the same date in the first column below. The same row of the second column displays the earliest date to submit the request through the HCM/Payroll system's Template-based Hire or Manager Self-Service queues. The third column lists the cutoff (latest) date to submit the request in order to meet the job effective date.

* Requests should be submitted and approved at the department level before the "HCM Cutoff Date" for the effective date of the appointment /action being requested.

* Requests should not be submitted before the "Submission to HCM Start Date".

* Requests need to have no conflicts or issues and have complete and accurate supporting documentation attached, to be processed.

Effective Date of Action (Start or Begin Date)	Submission To HCM Start Date (Date Preparer/Approver can Begin to Submit Requests for the Effective Date)	HCM Cutoff Date (Cutoff or Latest Date Preparer/Approver can Submit Requests to Meet the Effective Date)	Benefit Cycle Pay Check Date	Non Benefit Cycle (Hourly Hourly Class 4 & 5) Pay Check Date
Saturday, June 29, 2019	Friday, March 22, 2019	Friday, June 14, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Sunday, June 30, 2019	Friday, March 22, 2019	Friday, June 14, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Monday, July 1, 2019	Friday, March 22, 2019	Friday, June 14, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Tuesday, July 2, 2019	Monday, March 25, 2019	Monday, June 17, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Wednesday, July 3, 2019	Tuesday, March 26, 2019	Tuesday, June 18, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Thursday, July 4, 2019	Wednesday, March 27, 2019	Wednesday, June 19, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Friday, July 5, 2019	Thursday, March 28, 2019	Thursday, June 20, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Saturday, July 6, 2019	Friday, March 29, 2019	Friday, June 21, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Sunday, July 7, 2019	Friday, March 29, 2019	Friday, June 21, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Monday, July 8, 2019	Friday, March 29, 2019	Friday, June 21, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Tuesday, July 9, 2019	Monday, April 1, 2019	Monday, June 24, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Wednesday, July 10, 2019	Tuesday, April 2, 2019	Tuesday, June 25, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Thursday, July 11, 2019	Wednesday, April 3, 2019	Wednesday, June 26, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Friday, July 12, 2019	Thursday, April 4, 2019	Thursday, June 27, 2019	Friday, July 12, 2019	Friday, July 19, 2019
Saturday, July 13, 2019	Friday, April 5, 2019	Friday, June 28, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Sunday, July 14, 2019	Friday, April 5, 2019	Friday, June 28, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Monday, July 15, 2019	Friday, April 5, 2019	Friday, June 28, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Tuesday, July 16, 2019	Monday, April 8, 2019	Monday, July 1, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Wednesday, July 17, 2019	Tuesday, April 9, 2019	Tuesday, July 2, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Thursday, July 18, 2019	Wednesday, April 10, 2019	Wednesday, July 3, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Friday, July 19, 2019	Thursday, April 11, 2019	Thursday, July 4, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Saturday, July 20, 2019	Friday, April 12, 2019	Friday, July 5, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Sunday, July 21, 2019	Friday, April 12, 2019	Friday, July 5, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Monday, July 22, 2019	Friday, April 12, 2019	Friday, July 5, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Tuesday, July 23, 2019	Monday, April 15, 2019	Monday, July 8, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Wednesday, July 24, 2019	Tuesday, April 16, 2019	Tuesday, July 9, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Thursday, July 25, 2019	Wednesday, April 17, 2019	Wednesday, July 10, 2019	Friday, July 26, 2019	Friday, August 2, 2019
Friday, July 26, 2019	Thursday, April 18, 2019	Thursday, July 11, 2019	Friday, July 26, 2019	Friday, August 2, 2019

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Sunday, July 28, 2019	Friday, April 19, 2019	Friday, July 12, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Monday, July 29, 2019	Friday, April 19, 2019	Friday, July 12, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Tuesday, July 30, 2019	Monday, April 22, 2019	Monday, July 15, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Wednesday, July 31, 2019	Tuesday, April 23, 2019	Tuesday, July 16, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Thursday, August 1, 2019	Wednesday, April 24, 2019	Wednesday, July 17, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Friday, August 2, 2019	Thursday, April 25, 2019	Thursday, July 18, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Saturday, August 3, 2019	Friday, April 26, 2019	Friday, July 19, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Sunday, August 4, 2019	Friday, April 26, 2019	Friday, July 19, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Monday, August 5, 2019	Friday, April 26, 2019	Friday, July 19, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Tuesday, August 6, 2019	Monday, April 29, 2019	Monday, July 22, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Wednesday, August 7, 2019	Tuesday, April 30, 2019	Tuesday, July 23, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Thursday, August 8, 2019	Wednesday, May 1, 2019	Wednesday, July 24, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Friday, August 9, 2019	Thursday, May 2, 2019	Thursday, July 25, 2019	Friday, August 9, 2019	Friday, August 16, 2019
Saturday, August 10, 2019	Friday, May 3, 2019	Friday, July 26, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Sunday, August 11, 2019	Friday, May 3, 2019	Friday, July 26, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Monday, August 12, 2019	Friday, May 3, 2019	Friday, July 26, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Tuesday, August 13, 2019	Monday, May 6, 2019	Monday, July 29, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Wednesday, August 14, 2019	Tuesday, May 7, 2019	Tuesday, July 30, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Thursday, August 15, 2019	Wednesday, May 8, 2019	Wednesday, July 31, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Friday, August 16, 2019	Thursday, May 9, 2019	Thursday, August 1, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Saturday, August 17, 2019	Friday, May 10, 2019	Friday, August 2, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Sunday, August 18, 2019	Friday, May 10, 2019	Friday, August 2, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Monday, August 19, 2019	Friday, May 10, 2019	Friday, August 2, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Tuesday, August 20, 2019	Monday, May 13, 2019	Monday, August 5, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Wednesday, August 21, 2019	Tuesday, May 14, 2019	Tuesday, August 6, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Thursday, August 22, 2019	Wednesday, May 15, 2019	Wednesday, August 7, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Friday, August 23, 2019	Thursday, May 16, 2019	Thursday, August 8, 2019	Friday, August 23, 2019	Friday, August 30, 2019
Saturday, August 24, 2019	Friday, May 17, 2019	Friday, August 9, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Sunday, August 25, 2019	Friday, May 17, 2019	Friday, August 9, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Monday, August 26, 2019	Friday, May 17, 2019	Friday, August 9, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Tuesday, August 27, 2019	Monday, May 20, 2019	Monday, August 12, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Wednesday, August 28, 2019	Tuesday, May 21, 2019	Tuesday, August 13, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Thursday, August 29, 2019	Wednesday, May 22, 2019	Wednesday, August 14, 2019	Friday, September 6, 2019	Friday, September 13, 2019
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Sunday, September 1, 2019	Friday, May 24, 2019	Friday, August 16, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Monday, September 2, 2019	Friday, May 24, 2019	Friday, August 16, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Tuesday, September 3, 2019	Friday, May 24, 2019	Friday, August 16, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Wednesday, September 4, 2019	Monday, May 27, 2019	Monday, August 19, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Thursday, September 5, 2019	Tuesday, May 28, 2019	Tuesday, August 20, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Friday, September 6, 2019	Wednesday, May 29, 2019	Wednesday, August 21, 2019	Friday, September 6, 2019	Friday, September 13, 2019
Saturday, September 7, 2019	Thursday, May 30, 2019	Thursday, August 22, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Sunday, September 8, 2019	Thursday, May 30, 2019	Thursday, August 22, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Monday, September 9, 2019	Thursday, May 30, 2019	Thursday, August 22, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Tuesday, September 10, 2019	Friday, May 31, 2019	Friday, August 23, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Wednesday, September 11, 2019	Monday, June 3, 2019	Monday, August 26, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Thursday, September 12, 2019	Tuesday, June 4, 2019	Tuesday, August 27, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Friday, September 13, 2019	Wednesday, June 5, 2019	Wednesday, August 28, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Saturday, September 14, 2019	Thursday, June 6, 2019	Thursday, August 29, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Sunday, September 15, 2019	Thursday, June 6, 2019	Thursday, August 29, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Monday, September 16, 2019	Thursday, June 6, 2019	Thursday, August 29, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Tuesday, September 17, 2019	Friday, June 7, 2019	Friday, August 30, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Wednesday, September 18, 2019	Monday, June 10, 2019	Tuesday, September 3, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Thursday, September 19, 2019	Tuesday, June 11, 2019	Wednesday, September 4, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Friday, September 20, 2019	Wednesday, June 12, 2019	Thursday, September 5, 2019	Friday, September 20, 2019	Friday, September 27, 2019
Saturday, September 21, 2019	Thursday, June 13, 2019	Friday, September 6, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Sunday, September 22, 2019	Thursday, June 13, 2019	Friday, September 6, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Monday, September 23, 2019	Thursday, June 13, 2019	Friday, September 6, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Tuesday, September 24, 2019	Friday, June 14, 2019	Monday, September 9, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Wednesday, September 25, 2019	Monday, June 17, 2019	Tuesday, September 10, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Thursday, September 26, 2019	Tuesday, June 18, 2019	Wednesday, September 11, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Friday, September 27, 2019	Wednesday, June 19, 2019	Thursday, September 12, 2019	Friday, October 4, 2019	Friday, October 11, 2019
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Monday, September 30, 2019	Thursday, June 20, 2019	Friday, September 13, 2019	Friday, October 4, 2019	Friday, October 11, 2019
Tuesday, October 1, 2019	Friday, June 21, 2019	Monday, September 16, 2019	Friday, October 4, 2019	Friday, October 11, 2019
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Thursday, October 3, 2019	Tuesday, June 25, 2019	Wednesday, September 18, 2019	Friday, October 4, 2019	Friday, October 11, 2019
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Sunday, October 6, 2019	Thursday, June 27, 2019	Friday, September 20, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Monday, October 7, 2019	Thursday, June 27, 2019	Friday, September 20, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Tuesday, October 8, 2019	Friday, June 28, 2019	Monday, September 23, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Wednesday, October 9, 2019	Monday, July 1, 2019	Tuesday, September 24, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Thursday, October 10, 2019	Tuesday, July 2, 2019	Wednesday, September 25, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Friday, October 11, 2019	Wednesday, July 3, 2019	Thursday, September 26, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Saturday, October 12, 2019	Thursday, July 4, 2019	Friday, September 27, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Sunday, October 13, 2019	Thursday, July 4, 2019	Friday, September 27, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Monday, October 14, 2019	Thursday, July 4, 2019	Friday, September 27, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Tuesday, October 15, 2019	Friday, July 5, 2019	Monday, September 30, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Wednesday, October 16, 2019	Monday, July 8, 2019	Tuesday, October 1, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Thursday, October 17, 2019	Tuesday, July 9, 2019	Wednesday, October 2, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Friday, October 18, 2019	Wednesday, July 10, 2019	Thursday, October 3, 2019	Friday, October 18, 2019	Friday, October 25, 2019
Saturday, October 19, 2019	Thursday, July 11, 2019	Friday, October 4, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Sunday, October 20, 2019	Thursday, July 11, 2019	Friday, October 4, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Monday, October 21, 2019	Thursday, July 11, 2019	Friday, October 4, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Tuesday, October 22, 2019	Friday, July 12, 2019	Monday, October 7, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Wednesday, October 23, 2019	Monday, July 15, 2019	Tuesday, October 8, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Thursday, October 24, 2019	Tuesday, July 16, 2019	Wednesday, October 9, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Friday, October 25, 2019	Wednesday, July 17, 2019	Thursday, October 10, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Saturday, October 26, 2019	Thursday, July 18, 2019	Friday, October 11, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Sunday, October 27, 2019	Thursday, July 18, 2019	Friday, October 11, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Monday, October 28, 2019	Thursday, July 18, 2019	Friday, October 11, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Tuesday, October 29, 2019	Friday, July 19, 2019	Monday, October 14, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Wednesday, October 30, 2019	Monday, July 22, 2019	Tuesday, October 15, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Thursday, October 31, 2019	Tuesday, July 23, 2019	Wednesday, October 16, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Friday, November 1, 2019	Wednesday, July 24, 2019	Thursday, October 17, 2019	Friday, November 1, 2019	Friday, November 8, 2019
Saturday, November 2, 2019	Thursday, July 25, 2019	Friday, October 18, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Sunday, November 3, 2019	Thursday, July 25, 2019	Friday, October 18, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Monday, November 4, 2019	Thursday, July 25, 2019	Friday, October 18, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Tuesday, November 5, 2019	Friday, July 26, 2019	Monday, October 21, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Wednesday, November 6, 2019	Monday, July 29, 2019	Tuesday, October 22, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Thursday, November 7, 2019	Tuesday, July 30, 2019	Wednesday, October 23, 2019	Friday, November 15, 2019	Friday, November 22, 2019
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Saturday, November 9, 2019	Thursday, August 1, 2019	Friday, October 25, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Sunday, November 10, 2019	Thursday, August 1, 2019	Friday, October 25, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Monday, November 11, 2019	Thursday, August 1, 2019	Friday, October 25, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Tuesday, November 12, 2019	Friday, August 2, 2019	Monday, October 28, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Wednesday, November 13, 2019	Monday, August 5, 2019	Tuesday, October 29, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Thursday, November 14, 2019	Tuesday, August 6, 2019	Wednesday, October 30, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Friday, November 15, 2019	Wednesday, August 7, 2019	Thursday, October 31, 2019	Friday, November 15, 2019	Friday, November 22, 2019
Saturday, November 16, 2019	Thursday, August 8, 2019	Friday, November 1, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Sunday, November 17, 2019	Thursday, August 8, 2019	Friday, November 1, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Monday, November 18, 2019	Thursday, August 8, 2019	Friday, November 1, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Tuesday, November 19, 2019	Friday, August 9, 2019	Monday, November 4, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Wednesday, November 20, 2019	Monday, August 12, 2019	Tuesday, November 5, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Thursday, November 21, 2019	Tuesday, August 13, 2019	Wednesday, November 6, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Friday, November 22, 2019	Wednesday, August 14, 2019	Thursday, November 7, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Saturday, November 23, 2019	Thursday, August 15, 2019	Friday, November 8, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Sunday, November 24, 2019	Thursday, August 15, 2019	Friday, November 8, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Monday, November 25, 2019	Thursday, August 15, 2019	Friday, November 8, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Tuesday, November 26, 2019	Friday, August 16, 2019	Monday, November 11, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Wednesday, November 27, 2019	Monday, August 19, 2019	Tuesday, November 12, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Thursday, November 28, 2019	Tuesday, August 20, 2019	Wednesday, November 13, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Friday, November 29, 2019	Tuesday, August 20, 2019	Wednesday, November 13, 2019	Friday, November 29, 2019	Friday, December 6, 2019
Saturday, November 30, 2019	Tuesday, August 20, 2019	Wednesday, November 13, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Sunday, December 1, 2019	Tuesday, August 20, 2019	Wednesday, November 13, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Monday, December 2, 2019	Tuesday, August 20, 2019	Wednesday, November 13, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Tuesday, December 3, 2019	Wednesday, August 21, 2019	Thursday, November 14, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Wednesday, December 4, 2019	Thursday, August 22, 2019	Friday, November 15, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Thursday, December 5, 2019	Friday, August 23, 2019	Monday, November 18, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Friday, December 6, 2019	Monday, August 26, 2019	Tuesday, November 19, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Saturday, December 7, 2019	Tuesday, August 27, 2019	Wednesday, November 20, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Sunday, December 8, 2019	Tuesday, August 27, 2019	Wednesday, November 20, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Monday, December 9, 2019	Tuesday, August 27, 2019	Wednesday, November 20, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Tuesday, December 10, 2019	Wednesday, August 28, 2019	Thursday, November 21, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Wednesday, December 11, 2019	Thursday, August 29, 2019	Friday, November 22, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Thursday, December 12, 2019	Friday, August 30, 2019	Monday, November 25, 2019	Friday, December 13, 2019	Friday, December 20, 2019
Friday, December 13, 2019	Tuesday, September 3, 2019	Tuesday, November 26, 2019	Friday, December 13, 2019	Friday, December 20, 2019

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Saturday, December 14, 2019	Wednesday, September 4, 2019	Wednesday, November 27, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Sunday, December 15, 2019	Wednesday, September 4, 2019	Wednesday, November 27, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Monday, December 16, 2019	Wednesday, September 4, 2019	Wednesday, November 27, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Tuesday, December 17, 2019	Thursday, September 5, 2019	Monday, December 2, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Wednesday, December 18, 2019	Friday, September 6, 2019	Tuesday, December 3, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Thursday, December 19, 2019	Monday, September 9, 2019	Wednesday, December 4, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Friday, December 20, 2019	Tuesday, September 10, 2019	Thursday, December 5, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Saturday, December 21, 2019	Wednesday, September 11, 2019	Friday, December 6, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Sunday, December 22, 2019	Wednesday, September 11, 2019	Friday, December 6, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Monday, December 23, 2019	Wednesday, September 11, 2019	Friday, December 6, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Tuesday, December 24, 2019	Thursday, September 12, 2019	Monday, December 9, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Wednesday, December 25, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Thursday, December 26, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Friday, December 27, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, December 27, 2019	Friday, January 3, 2020
Saturday, December 28, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Sunday, December 29, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Monday, December 30, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Tuesday, December 31, 2019	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Wednesday, January 1, 2020	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Thursday, January 2, 2020	Friday, September 13, 2019	Tuesday, December 10, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Friday, January 3, 2020	Monday, September 16, 2019	Wednesday, December 11, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Saturday, January 4, 2020	Tuesday, September 17, 2019	Thursday, December 12, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Sunday, January 5, 2020	Tuesday, September 17, 2019	Thursday, December 12, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Monday, January 6, 2020	Tuesday, September 17, 2019	Thursday, December 12, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Tuesday, January 7, 2020	Wednesday, September 18, 2019	Friday, December 13, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Wednesday, January 8, 2020	Thursday, September 19, 2019	Monday, December 16, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Thursday, January 9, 2020	Friday, September 20, 2019	Tuesday, December 17, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Friday, January 10, 2020	Monday, September 23, 2019	Wednesday, December 18, 2019	Friday, January 10, 2020	Friday, January 17, 2020
Saturday, January 11, 2020	Tuesday, September 24, 2019	Thursday, December 19, 2019	Friday, January 24, 2020	Friday, January 31, 2020
Sunday, January 12, 2020	Tuesday, September 24, 2019	Thursday, December 19, 2019	Friday, January 24, 2020	Friday, January 31, 2020
Monday, January 13, 2020	Tuesday, September 24, 2019	Thursday, December 19, 2019	Friday, January 24, 2020	Friday, January 31, 2020
Tuesday, January 14, 2020	Wednesday, September 25, 2019	Friday, December 20, 2019	Friday, January 24, 2020	Friday, January 31, 2020
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Friday, January 17, 2020	Monday, September 30, 2019	Thursday, January 2, 2020	Friday, January 24, 2020	Friday, January 31, 2020

Effective Date of Action (Start or Begin Date)	Submission To HCM Start Date (Date Preparer/Approver can Begin to Submit Requests for the Effective Date)	HCM Cutoff Date (Cutoff or Latest Date Preparer/Approver can Submit Requests to Meet the Effective Date)	Benefit Cycle Pay Check Date	Non Benefit Cycle (Hourly Hourly Class 4 & 5) Pay Check Date
Saturday, January 18, 2020	Tuesday, October 1, 2019	Friday, January 3, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Sunday, January 19, 2020	Tuesday, October 1, 2019	Friday, January 3, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Monday, January 20, 2020	Tuesday, October 1, 2019	Friday, January 3, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Tuesday, January 21, 2020	Tuesday, October 1, 2019	Friday, January 3, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Wednesday, January 22, 2020	Wednesday, October 2, 2019	Monday, January 6, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Thursday, January 23, 2020	Thursday, October 3, 2019	Tuesday, January 7, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Friday, January 24, 2020	Friday, October 4, 2019	Wednesday, January 8, 2020	Friday, January 24, 2020	Friday, January 31, 2020
Saturday, January 25, 2020	Monday, October 7, 2019	Thursday, January 9, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Sunday, January 26, 2020	Monday, October 7, 2019	Thursday, January 9, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Monday, January 27, 2020	Monday, October 7, 2019	Thursday, January 9, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Tuesday, January 28, 2020	Tuesday, October 8, 2019	Friday, January 10, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Wednesday, January 29, 2020	Wednesday, October 9, 2019	Monday, January 13, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Thursday, January 30, 2020	Thursday, October 10, 2019	Tuesday, January 14, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Friday, January 31, 2020	Friday, October 11, 2019	Wednesday, January 15, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Saturday, February 1, 2020	Monday, October 14, 2019	Thursday, January 16, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Sunday, February 2, 2020	Monday, October 14, 2019	Thursday, January 16, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Monday, February 3, 2020	Monday, October 14, 2019	Thursday, January 16, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Tuesday, February 4, 2020	Tuesday, October 15, 2019	Friday, January 17, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Wednesday, February 5, 2020	Wednesday, October 16, 2019	Tuesday, January 21, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Thursday, February 6, 2020	Thursday, October 17, 2019	Wednesday, January 22, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Friday, February 7, 2020	Friday, October 18, 2019	Thursday, January 23, 2020	Friday, February 7, 2020	Friday, February 14, 2020
Saturday, February 8, 2020	Monday, October 21, 2019	Friday, January 24, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Sunday, February 9, 2020	Monday, October 21, 2019	Friday, January 24, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Monday, February 10, 2020	Monday, October 21, 2019	Friday, January 24, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Tuesday, February 11, 2020	Tuesday, October 22, 2019	Monday, January 27, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Wednesday, February 12, 2020	Wednesday, October 23, 2019	Tuesday, January 28, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Thursday, February 13, 2020	Thursday, October 24, 2019	Wednesday, January 29, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Friday, February 14, 2020	Friday, October 25, 2019	Thursday, January 30, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Saturday, February 15, 2020	Monday, October 28, 2019	Friday, January 31, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Sunday, February 16, 2020	Monday, October 28, 2019	Friday, January 31, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Monday, February 17, 2020	Monday, October 28, 2019	Friday, January 31, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Tuesday, February 18, 2020	Tuesday, October 29, 2019	Monday, February 3, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Wednesday, February 19, 2020	Wednesday, October 30, 2019	Tuesday, February 4, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Thursday, February 20, 2020	Thursday, October 31, 2019	Wednesday, February 5, 2020	Friday, February 21, 2020	Friday, February 28, 2020
Friday, February 21, 2020	Friday, November 1, 2019	Thursday, February 6, 2020	Friday, February 21, 2020	Friday, February 28, 2020