

| <u>2025 PAY DATES****</u> <u>WAC 82-50-021</u> | <u>2025 STATE HOLIDAYS*****</u> <u>WAC 357-31-005</u> | <u>2025 FEDERAL HOLIDAYS</u> <u>Federal Holiday Schedules</u> | <u>IRS \$100,000 Next-Day Deposit Rule date*</u> <u>IRS Publication 15</u> |
|--|---|---|--|
| Friday - January 10, 2025 Friday - January 24, 2025 | Wednesday - January 1, 2025 Monday - January 20, 2025 | Wednesday - January 1, 2025 Monday - January 20, 2025 | Monday - January 13, 2025 Monday - January 27, 2025 |
| Monday - February 10, 2025 Tuesday - February 25, 2025 | Monday - February 17, 2025 | Monday - February 17, 2025 | Tuesday - February 11, 2025 Wednesday - February 26, 2025 |
| Monday - March 10, 2025 Tuesday - March 25, 2025 | | | Tuesday - March 11, 2025 Wednesday - March 26, 2025 |
| Thursday - April 10, 2025 Friday - April 25, 2025 | | | Friday - April 11, 2025 Monday - April 28, 2025 |
| Friday - May 9, 2025 Friday - May 23, 2025*** | Monday - May 26, 2025 | Monday - May 26, 2025 | Monday - May 12, 2025 Tuesday - May 27, 2025** |
| Tuesday - June 10, 2025 Wednesday - June 25, 2025 | Thursday - June 19, 2025 | Thursday - June 19, 2025 | Wednesday - June 11, 2025 Thursday - June 26, 2025 |
| Thursday - July 10, 2025 Friday - July 25, 2025 | Friday - July 4, 2025 | Friday - July 4, 2025 | Friday - July 11, 2025 Monday - July 28, 2025 |
| Monday - August 11, 2025 Monday - August 25, 2025 | | | Tuesday - August 12, 2025 Tuesday - August 26, 2025 |
| Wednesday - September 10, 2025 Thursday - September 25, 2025 | Monday - September 1, 2025 | Monday - September 1, 2025 | Thursday - September 11, 2025 Friday - September 26, 2025 |
| Friday - October 10, 2025 Friday - October 24, 2025 | | Monday - October 13, 2025 | Tuesday - October 14, 2025** Monday - October 27, 2025 |
| Monday - November 10, 2025 Tuesday - November 25, 2025 | Tuesday - November 11, 2025 Thursday & Friday - November 27 & 28, 2025 | Tuesday - November 11, 2025 Thursday - November 27, 2025 | Wednesday - November 12, 2025** Wednesday - November 26, 2025 |
| Wednesday - December 10, 2025 Wednesday - December 24, 2025 | Thursday - December 25, 2025 | Thursday - December 25, 2025 | Thursday - December 11, 2025 Friday - December 26, 2025** |

*For agencies with a payday deposit liability greater than \$100,000. The federal and state holidays are confirmed unless something in the future would change it.

** For federal holidays falling on a Saturday, Federal Reserve Banks and Branches will be open the preceding Friday. For holidays falling on a Sunday, all Federal Reserve offices will be closed the following Monday.

***Per RCW 42.16.010 (1), "Under no circumstance shall the payday be established more than ten days after the pay period in which the wages are earned except when the designated payday falls on a Sunday, in which case the payday shall not be later than the following Monday.

******Official designated pay dates are available from OFM by July 1 of the previous calendar year.** Contact your agency's assigned OFM accounting consultant for information on future years estimated pay dates.

*****See also [WAC 357-31-030](#), [WAC 357-31-040](#), [WAC 357-31-050](#), and [Collective Bargaining Agreements](#). These dates may differ for rep and non-represented employees based on contract language and civil service rules.