

NKU Payroll Office Statement:

History:

The *Changing of December Payroll* item was brought forth from NKU Office of Payroll & discussed at the Staff Congress' December 2014 meeting. At Staff Congress' January 2015 meeting it was voted and approved.

As part of the collegial governance of Northern Kentucky University, it was advised that the Staff Congress approach & bring forth this item for Faculty Senate's discussion and approval.

Changing monthly payday in December to the 31st.

It has always been our practice to have the monthly pay for December on the same date grades are due since that is traditionally faculty's last physical day on campus. In the past, this made some sense since checks were handed out on campus, however, now with over 95% of employees receiving pay with direct deposit the "need" of paying early no longer exists.

Pros

Currently monthly employees are paid on the date grades are due on the academic calendar. For December 2015 employees would go 6 weeks and 4 days between receiving their December 2015 check and their pay in January 2016.

Processing departments will have more time to get PARs to HR. This will assist with eliminating potential overpayments for individuals terming in December or retiring in December.

Eliminate hardship calls from individuals requesting a pay advance or loan to get them to the January pay date. NKU does not have the ability to offer loans or pay advances.

Employees can set up additional direct deposit accounts to act as a "Christmas club" or savings to appropriately budget for the holidays.

Cons

Employees that are accustomed to having their December check early will need to reevaluate their budgeting needs for the holidays.

As usual, the 5% who do not have direct deposit will have their check mailed out to them on the pay date but given that the following day, January 1st is a holiday, it may take longer to receive their check.