

# New Paycheck Options

5/9/2013

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# Summary

- Problem: The first payday of each year for all employees advances by one day each year, two days during leap year. This chart illustrates the status quo based on estimated start date if no changes are made:

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd per</u> <u>ck.</u>	<u>1st work day</u>	<u>Days Earned</u>
August 4, 2017	7.07	August 7, 2017	(3.00)
August 5, 2016	7.07	August 8, 2016	(3.00)
August 7, 2015	7.07	August 10, 2015	(2.00)
August 8, 2014	7.07	August 6, 2014	2.00
August 9, 2013	7.07	August 6, 2013	3.00
August 10, 2012	7.07	August 7, 2012	3.00
August 12, 2011	7.07	August 10, 2011	2.00
August 13, 2010	7.07	August 12, 2010	1.00
August 14, 2009	7.07	August 13, 2009	1.00
August 15, 2008	7.07	August 7, 2008	8.00
		August 9, 2007	

- Most options include a make-up check in 2013/2014. The decision is which option to take for the future.

# Option 1

## 26 checks paid biweekly

- Target the 2<sup>nd</sup> (or last) paycheck in August as the first check for 9-month employees
- Pros: Per check pay stays the same except when 27 checks are necessary, when gross pay decreases.
- Cons: Temporary solution, must be repeated every few years as necessary to hit the last paycheck in August.

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd</u> <u>per ck.</u>	<u>1st work day</u>	<u>Days</u> <u>Earned</u>	
August 18, 2017	6.81	August 7, 2017	10.00	27 checks
August 19, 2016	7.07	August 8, 2016	10.00	
August 21, 2015	7.07	August 10, 2015	10.00	
August 22, 2014	7.07	August 6, 2014	13.00	
August 9, 2013	6.81	August 6, 2013	14.00	27 checks
August 10, 2012	7.07	August 7, 2012	3.00	
August 12, 2011	7.07	August 10, 2011	2.00	
August 13, 2010	7.07	August 12, 2010	1.00	
August 14, 2009	7.07	August 13, 2009	1.00	
August 15, 2008	7.07	August 7, 2008	8.00	
		August 9, 2007		

# Option 1 (cont.)

Checks	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
1	8/10/12	8/9/13	8/22/14	8/21/15	8/19/16	8/18/2017	8/31/18	8/30/19	8/28/20
2	8/24/12	8/23/13	9/5/14	9/4/15	9/2/16	9/1/2017	9/14/18	9/13/19	9/11/20
3	9/7/12	9/6/13	9/19/14	9/18/15	9/16/16	9/15/17	9/28/18	9/27/19	9/25/20
4	9/21/12	9/20/13	10/3/14	10/2/15	9/30/16	9/29/17	10/12/18	10/11/19	10/9/20
5	10/5/12	10/4/13	10/17/14	10/16/15	10/14/16	10/13/17	10/26/18	10/25/19	10/23/20
6	10/19/12	10/18/13	10/31/14	10/30/15	10/28/16	10/27/17	11/9/18	11/8/19	11/6/20
7	11/2/12	11/1/13	11/14/14	11/13/15	11/11/16	11/10/17	11/23/18	11/22/19	11/20/20
8	11/16/12	11/15/13	11/28/14	11/27/15	11/25/16	11/24/17	12/7/18	12/6/19	12/4/20
9	11/30/12	11/29/13	12/12/14	12/11/15	12/9/16	12/8/17	12/21/18	12/20/19	12/18/20
10	12/14/12	12/13/13	12/26/14	12/25/15	12/23/16	12/22/17	1/4/19	1/3/20	1/1/21
11	12/28/12	12/27/13	1/9/15	1/8/16	1/6/17	1/5/18	1/18/19	1/17/20	1/15/21
12	1/11/13	1/10/14	1/23/15	1/22/16	1/20/17	1/19/18	2/1/19	1/31/20	1/29/21
13	1/25/13	1/24/14	2/6/15	2/5/16	2/3/17	2/2/18	2/15/19	2/14/20	2/12/21
14	2/8/13	2/7/14	2/20/15	2/19/16	2/17/17	2/16/18	3/1/19	2/28/20	2/26/21
15	2/22/13	2/21/14	3/6/15	3/4/16	3/3/17	3/2/18	3/15/19	3/13/20	3/12/21
16	3/8/13	3/7/14	3/20/15	3/18/16	3/17/17	3/16/18	3/29/19	3/27/20	3/26/21
17	3/22/13	3/21/14	4/3/15	4/1/16	3/31/17	3/30/18	4/12/19	4/10/20	4/9/21
18	4/5/13	4/4/14	4/17/15	4/15/16	4/14/17	4/13/18	4/26/19	4/24/20	4/23/21
19	4/19/13	4/18/14	5/1/15	4/29/16	4/28/17	4/27/18	5/10/19	5/8/20	5/7/21
20	5/3/13	5/2/14	5/15/15	5/13/16	5/12/17	5/11/18	5/24/19	5/22/20	5/21/21
21	5/17/13	5/16/14	5/29/15	5/27/16	5/26/17	5/25/18	6/7/19	6/5/20	6/4/21
22	5/31/13	5/30/14	6/12/15	6/10/16	6/9/17	6/8/18	6/21/19	6/19/20	6/18/21
23	6/14/13	6/13/14	6/26/15	6/24/16	6/23/17	6/22/18	7/5/19	7/3/20	7/2/21
24	6/28/13	6/27/14	7/10/15	7/8/16	7/7/17	7/6/18	7/19/19	7/17/20	7/16/21
25	7/12/13	7/11/14	7/24/15	7/22/16	7/21/17	7/20/18	8/2/19	7/31/20	7/30/21
26	7/26/13	7/25/14	8/7/15	8/5/16	8/4/17	8/3/18	8/16/19	8/14/20	8/13/21
27		8/8/14				8/17/18			

# Option 1 (cont.)

Checks	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30
1	8/27/21	8/26/22	8/25/23	8/23/24	8/22/25	8/21/26	8/20/27	8/18/28	8/31/29
2	9/10/21	9/9/22	9/8/23	9/6/24	9/5/25	9/4/26	9/3/27	9/1/28	9/14/29
3	9/24/21	9/23/22	9/22/23	9/20/24	9/19/25	9/18/26	9/17/27	9/15/28	9/28/29
4	10/8/21	10/7/22	10/6/23	10/4/24	10/3/25	10/2/26	10/1/27	9/29/28	10/12/29
5	10/22/21	10/21/22	10/20/23	10/18/24	10/17/25	10/16/26	10/15/27	10/13/28	10/26/29
6	11/5/21	11/4/22	11/3/23	11/1/24	10/31/25	10/30/26	10/29/27	10/27/28	11/9/29
7	11/19/21	11/18/22	11/17/23	11/15/24	11/14/25	11/13/26	11/12/27	11/10/28	11/23/29
8	12/3/21	12/2/22	12/1/23	11/29/24	11/28/25	11/27/26	11/26/27	11/24/28	12/7/29
9	12/17/21	12/16/22	12/15/23	12/13/24	12/12/25	12/11/26	12/10/27	12/8/28	12/21/29
10	12/31/21	12/30/22	12/29/23	12/27/24	12/26/25	12/25/26	12/24/27	12/22/28	1/4/30
11	1/14/22	1/13/23	1/12/24	1/10/25	1/9/26	1/8/27	1/7/28	1/5/29	1/18/30
12	1/28/22	1/27/23	1/26/24	1/24/25	1/23/26	1/22/27	1/21/28	1/19/29	2/1/30
13	2/11/22	2/10/23	2/9/24	2/7/25	2/6/26	2/5/27	2/4/28	2/2/29	2/15/30
14	2/25/22	2/24/23	2/23/24	2/21/25	2/20/26	2/19/27	2/18/28	2/16/29	3/1/30
15	3/11/22	3/10/23	3/8/24	3/7/25	3/6/26	3/5/27	3/3/28	3/2/29	3/15/30
16	3/25/22	3/24/23	3/22/24	3/21/25	3/20/26	3/19/27	3/17/28	3/16/29	3/29/30
17	4/8/22	4/7/23	4/5/24	4/4/25	4/3/26	4/2/27	3/31/28	3/30/29	4/12/30
18	4/22/22	4/21/23	4/19/24	4/18/25	4/17/26	4/16/27	4/14/28	4/13/29	4/26/30
19	5/6/22	5/5/23	5/3/24	5/2/25	5/1/26	4/30/27	4/28/28	4/27/29	5/10/30
20	5/20/22	5/19/23	5/17/24	5/16/25	5/15/26	5/14/27	5/12/28	5/11/29	5/24/30
21	6/3/22	6/2/23	5/31/24	5/30/25	5/29/26	5/28/27	5/26/28	5/25/29	6/7/30
22	6/17/22	6/16/23	6/14/24	6/13/25	6/12/26	6/11/27	6/9/28	6/8/29	6/21/30
23	7/1/22	6/30/23	6/28/24	6/27/25	6/26/26	6/25/27	6/23/28	6/22/29	7/5/30
24	7/15/22	7/14/23	7/12/24	7/11/25	7/10/26	7/9/27	7/7/28	7/6/29	7/19/30
25	7/29/22	7/28/23	7/26/24	7/25/25	7/24/26	7/23/27	7/21/28	7/20/29	8/2/30
26	8/12/22	8/11/23	8/9/24	8/8/25	8/7/26	8/6/27	8/4/28	8/3/29	8/16/30
27								8/17/29	

5/9/2013

# Option 2

## 26 checks paid biweekly

- Target the 2<sup>nd</sup> (or last) paycheck in August as the first check for 9-month employees
- Pros: Per check pay stays the same.
- Cons: Employees miss a check every few years, have to make up insurance premiums.

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd</u> <u>per ck.</u>	<u>1st work day</u>	<u>Days</u> <u>Earned</u>
August 18, 2017	7.07	August 7, 2017	10.00
August 19, 2016	7.07	August 8, 2016	10.00
August 21, 2015	7.07	August 10, 2015	10.00
August 22, 2014	7.07	August 6, 2014	13.00
August 23, 2013	7.07	August 6, 2013	14.00
August 10, 2012	7.07	August 7, 2012	3.00
August 12, 2011	7.07	August 10, 2011	2.00
August 13, 2010	7.07	August 12, 2010	1.00
August 14, 2009	7.07	August 13, 2009	1.00
August 15, 2008	7.07	August 7, 2008	8.00
		August 9, 2007	

# Option 2 (cont.)

Checks	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
1	8/10/12	8/23/13	8/22/14	8/21/15	8/19/16	8/18/2017	8/31/18	8/30/19	8/28/20	8/27/21
2	8/24/12	9/6/13	9/5/14	9/4/15	9/2/16	9/1/2017	9/14/18	9/13/19	9/11/20	9/10/21
3	9/7/12	9/20/13	9/19/14	9/18/15	9/16/16	9/15/17	9/28/18	9/27/19	9/25/20	9/24/21
4	9/21/12	10/4/13	10/3/14	10/2/15	9/30/16	9/29/17	10/12/18	10/11/19	10/9/20	10/8/21
5	10/5/12	10/18/13	10/17/14	10/16/15	10/14/16	10/13/17	10/26/18	10/25/19	10/23/20	10/22/21
6	10/19/12	11/1/13	10/31/14	10/30/15	10/28/16	10/27/17	11/9/18	11/8/19	11/6/20	11/5/21
7	11/2/12	11/15/13	11/14/14	11/13/15	11/11/16	11/10/17	11/23/18	11/22/19	11/20/20	11/19/21
8	11/16/12	11/29/13	11/28/14	11/27/15	11/25/16	11/24/17	12/7/18	12/6/19	12/4/20	12/3/21
9	11/30/12	12/13/13	12/12/14	12/11/15	12/9/16	12/8/17	12/21/18	12/20/19	12/18/20	12/17/21
10	12/14/12	12/27/13	12/26/14	12/25/15	12/23/16	12/22/17	1/4/19	1/3/20	1/1/21	12/31/21
11	12/28/12	1/10/14	1/9/15	1/8/16	1/6/17	1/5/18	1/18/19	1/17/20	1/15/21	1/14/22
12	1/11/13	1/24/14	1/23/15	1/22/16	1/20/17	1/19/18	2/1/19	1/31/20	1/29/21	1/28/22
13	1/25/13	2/7/14	2/6/15	2/5/16	2/3/17	2/2/18	2/15/19	2/14/20	2/12/21	2/11/22
14	2/8/13	2/21/14	2/20/15	2/19/16	2/17/17	2/16/18	3/1/19	2/28/20	2/26/21	2/25/22
15	2/22/13	3/7/14	3/6/15	3/4/16	3/3/17	3/2/18	3/15/19	3/13/20	3/12/21	3/11/22
16	3/8/13	3/21/14	3/20/15	3/18/16	3/17/17	3/16/18	3/29/19	3/27/20	3/26/21	3/25/22
17	3/22/13	4/4/14	4/3/15	4/1/16	3/31/17	3/30/18	4/12/19	4/10/20	4/9/21	4/8/22
18	4/5/13	4/18/14	4/17/15	4/15/16	4/14/17	4/13/18	4/26/19	4/24/20	4/23/21	4/22/22
19	4/19/13	5/2/14	5/1/15	4/29/16	4/28/17	4/27/18	5/10/19	5/8/20	5/7/21	5/6/22
20	5/3/13	5/16/14	5/15/15	5/13/16	5/12/17	5/11/18	5/24/19	5/22/20	5/21/21	5/20/22
21	5/17/13	5/30/14	5/29/15	5/27/16	5/26/17	5/25/18	6/7/19	6/5/20	6/4/21	6/3/22
22	5/31/13	6/13/14	6/12/15	6/10/16	6/9/17	6/8/18	6/21/19	6/19/20	6/18/21	6/17/22
23	6/14/13	6/27/14	6/26/15	6/24/16	6/23/17	6/22/18	7/5/19	7/3/20	7/2/21	7/1/22
24	6/28/13	7/11/14	7/10/15	7/8/16	7/7/17	7/6/18	7/19/19	7/17/20	7/16/21	7/15/22
25	7/12/13	7/25/14	7/24/15	7/22/16	7/21/17	7/20/18	8/2/19	7/31/20	7/30/21	7/29/22
26	7/26/13	8/8/14	8/7/15	8/5/16	8/4/17	8/3/18	8/16/19	8/14/20	8/13/21	8/12/22
N/A 27	8/9/13					8/17/18				

# Option 2 (cont.)

Checks	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	2031/33
1	8/26/22	8/25/23	8/23/24	8/22/25	8/21/26	8/20/27	8/18/28	8/31/29	8/30/30	8/29/31	8/27/32
2	9/9/22	9/8/23	9/6/24	9/5/25	9/4/26	9/3/27	9/1/28	9/14/29	9/13/30	9/12/31	9/10/32
3	9/23/22	9/22/23	9/20/24	9/19/25	9/18/26	9/17/27	9/15/28	9/28/29	9/27/30	9/26/31	9/24/32
4	10/7/22	10/6/23	10/4/24	10/3/25	10/2/26	10/1/27	9/29/28	10/12/29	10/11/30	10/10/31	10/8/32
5	10/21/22	10/20/23	10/18/24	10/17/25	10/16/26	10/15/27	10/13/28	10/26/29	10/25/30	10/24/31	10/22/32
6	11/4/22	11/3/23	11/1/24	10/31/25	10/30/26	10/29/27	10/27/28	11/9/29	11/8/30	11/7/31	11/5/32
7	11/18/22	11/17/23	11/15/24	11/14/25	11/13/26	11/12/27	11/10/28	11/23/29	11/22/30	11/21/31	11/19/32
8	12/2/22	12/1/23	11/29/24	11/28/25	11/27/26	11/26/27	11/24/28	12/7/29	12/6/30	12/5/31	12/3/32
9	12/16/22	12/15/23	12/13/24	12/12/25	12/11/26	12/10/27	12/8/28	12/21/29	12/20/30	12/19/31	12/17/32
10	12/30/22	12/29/23	12/27/24	12/26/25	12/25/26	12/24/27	12/22/28	1/4/30	1/3/31	1/2/32	12/31/32
11	1/13/23	1/12/24	1/10/25	1/9/26	1/8/27	1/7/28	1/5/29	1/18/30	1/17/31	1/16/32	1/14/33
12	1/27/23	1/26/24	1/24/25	1/23/26	1/22/27	1/21/28	1/19/29	2/1/30	1/31/31	1/30/32	1/28/33
13	2/10/23	2/9/24	2/7/25	2/6/26	2/5/27	2/4/28	2/2/29	2/15/30	2/14/31	2/13/32	2/11/33
14	2/24/23	2/23/24	2/21/25	2/20/26	2/19/27	2/18/28	2/16/29	3/1/30	2/28/31	2/27/32	2/25/33
15	3/10/23	3/8/24	3/7/25	3/6/26	3/5/27	3/3/28	3/2/29	3/15/30	3/14/31	3/12/32	3/11/33
16	3/24/23	3/22/24	3/21/25	3/20/26	3/19/27	3/17/28	3/16/29	3/29/30	3/28/31	3/26/32	3/25/33
17	4/7/23	4/5/24	4/4/25	4/3/26	4/2/27	3/31/28	3/30/29	4/12/30	4/11/31	4/9/32	4/8/33
18	4/21/23	4/19/24	4/18/25	4/17/26	4/16/27	4/14/28	4/13/29	4/26/30	4/25/31	4/23/32	4/22/33
19	5/5/23	5/3/24	5/2/25	5/1/26	4/30/27	4/28/28	4/27/29	5/10/30	5/9/31	5/7/32	5/6/33
20	5/19/23	5/17/24	5/16/25	5/15/26	5/14/27	5/12/28	5/11/29	5/24/30	5/23/31	5/21/32	5/20/33
21	6/2/23	5/31/24	5/30/25	5/29/26	5/28/27	5/26/28	5/25/29	6/7/30	6/6/31	6/4/32	6/3/33
22	6/16/23	6/14/24	6/13/25	6/12/26	6/11/27	6/9/28	6/8/29	6/21/30	6/20/31	6/18/32	6/17/33
23	6/30/23	6/28/24	6/27/25	6/26/26	6/25/27	6/23/28	6/22/29	7/5/30	7/4/31	7/2/32	7/1/33
24	7/14/23	7/12/24	7/11/25	7/10/26	7/9/27	7/7/28	7/6/29	7/19/30	7/18/31	7/16/32	7/15/33
25	7/28/23	7/26/24	7/25/25	7/24/26	7/23/27	7/21/28	7/20/29	8/2/30	8/1/31	7/30/32	7/29/33
26	8/11/23	8/9/24	8/8/25	8/7/26	8/6/27	8/4/28	8/3/29	8/16/30	8/15/31	8/13/32	8/12/33
N/A 27							8/17/29				



# Option 3

26 checks paid biweekly until June 30, when 9-month employees would receive a payoff.

- Target the 2<sup>nd</sup> (or last) paycheck in August as the first check for 9-month employees.
- Pros: Per check pay stays the same. Employees get their summer pay all at once.
- Cons: Employees get their summer pay all at once, have to budget it so it lasts until first payday of new year.

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd</u> <u>per ck.</u>	<u>1st work day</u>	<u>Days</u> <u>Earned</u>
August 18, 2017	7.07	August 7, 2017	10.00
August 19, 2016	7.07	August 8, 2016	10.00
August 21, 2015	7.07	August 10, 2015	10.00
August 22, 2014	7.07	August 6, 2014	13.00
August 23, 2013	7.07	August 6, 2013	14.00
August 10, 2012	7.07	August 7, 2012	3.00
August 12, 2011	7.07	August 10, 2011	2.00
August 13, 2010	7.07	August 12, 2010	1.00
August 14, 2009	7.07	August 13, 2009	1.00
August 15, 2008	7.07	August 7, 2008	8.00
		August 9, 2007	

**26 checks, pay all before June 30th, first paycheck of new year is 2nd or last paycheck in August**

# Option 3 (cont.)

Checks	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
1	8/10/12	8/23/13	8/22/14	8/21/15	8/19/16	8/18/2017	8/31/18	8/30/19	8/28/20	8/27/21
2	8/24/12	9/6/13	9/5/14	9/4/15	9/2/16	9/1/2017	9/14/18	9/13/19	9/11/20	9/10/21
3	9/7/12	9/20/13	9/19/14	9/18/15	9/16/16	9/15/17	9/28/18	9/27/19	9/25/20	9/24/21
4	9/21/12	10/4/13	10/3/14	10/2/15	9/30/16	9/29/17	10/12/18	10/11/19	10/9/20	10/8/21
5	10/5/12	10/18/13	10/17/14	10/16/15	10/14/16	10/13/17	10/26/18	10/25/19	10/23/20	10/22/21
6	10/19/12	11/1/13	10/31/14	10/30/15	10/28/16	10/27/17	11/9/18	11/8/19	11/6/20	11/5/21
7	11/2/12	11/15/13	11/14/14	11/13/15	11/11/16	11/10/17	11/23/18	11/22/19	11/20/20	11/19/21
8	11/16/12	11/29/13	11/28/14	11/27/15	11/25/16	11/24/17	12/7/18	12/6/19	12/4/20	12/3/21
9	11/30/12	12/13/13	12/12/14	12/11/15	12/9/16	12/8/17	12/21/18	12/20/19	12/18/20	12/17/21
10	12/14/12	12/27/13	12/26/14	12/25/15	12/23/16	12/22/17	1/4/19	1/3/20	1/1/21	12/31/21
11	12/28/12	1/10/14	1/9/15	1/8/16	1/6/17	1/5/18	1/18/19	1/17/20	1/15/21	1/14/22
12	1/11/13	1/24/14	1/23/15	1/22/16	1/20/17	1/19/18	2/1/19	1/31/20	1/29/21	1/28/22
13	1/25/13	2/7/14	2/6/15	2/5/16	2/3/17	2/2/18	2/15/19	2/14/20	2/12/21	2/11/22
14	2/8/13	2/21/14	2/20/15	2/19/16	2/17/17	2/16/18	3/1/19	2/28/20	2/26/21	2/25/22
15	2/22/13	3/7/14	3/6/15	3/4/16	3/3/17	3/2/18	3/15/19	3/13/20	3/12/21	3/11/22
16	3/8/13	3/21/14	3/20/15	3/18/16	3/17/17	3/16/18	3/29/19	3/27/20	3/26/21	3/25/22
17	3/22/13	4/4/14	4/3/15	4/1/16	3/31/17	3/30/18	4/12/19	4/10/20	4/9/21	4/8/22
18	4/5/13	4/18/14	4/17/15	4/15/16	4/14/17	4/13/18	4/26/19	4/24/20	4/23/21	4/22/22
19	4/19/13	5/2/14	5/1/15	4/29/16	4/28/17	4/27/18	5/10/19	5/8/20	5/7/21	5/6/22
20	5/3/13	5/16/14	5/15/15	5/13/16	5/12/17	5/11/18	5/24/19	5/22/20	5/21/21	5/20/22
21	5/17/13	5/30/14	5/29/15	5/27/16	5/26/17	5/25/18	6/7/19	6/5/20	6/4/21	6/3/22
22	5/31/13	6/13/14	6/12/15	6/10/16	6/9/17	6/8/18	6/21/19	6/19/20	6/18/21	6/17/22
23	6/14/13	6/27/14	6/26/15	6/24/16	6/23/17	6/22/18	7/5/19	7/3/20	7/2/21	7/1/22
24	6/28/13	7/11/14	7/10/15	7/8/16	7/7/17	7/6/18	7/19/19	7/17/20	7/16/21	7/15/22
25	7/12/13	7/25/14	7/24/15	7/22/16	7/21/17	7/20/18	8/2/19	7/31/20	7/30/21	7/29/22
26	7/26/13	8/8/14	8/7/15	8/5/16	8/4/17	8/3/18	8/16/19	8/14/20	8/13/21	8/12/22
N/A 27	8/9/13					8/17/18				
pay off of 3 checks		pay off of 4 checks					pay off of 5 checks			

# Option 3 (cont.)

Checks	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	2031/33	
1	8/26/22	8/25/23	8/23/24	8/22/25	8/21/26	8/20/27	8/18/28	8/31/29	8/30/30	8/29/31	8/27/32	
2	9/9/22	9/8/23	9/6/24	9/5/25	9/4/26	9/3/27	9/1/28	9/14/29	9/13/30	9/12/31	9/10/32	
3	9/23/22	9/22/23	9/20/24	9/19/25	9/18/26	9/17/27	9/15/28	9/28/29	9/27/30	9/26/31	9/24/32	
4	10/7/22	10/6/23	10/4/24	10/3/25	10/2/26	10/1/27	9/29/28	10/12/29	10/11/30	10/10/31	10/8/32	
5	10/21/22	10/20/23	10/18/24	10/17/25	10/16/26	10/15/27	10/13/28	10/26/29	10/25/30	10/24/31	10/22/32	
6	11/4/22	11/3/23	11/1/24	10/31/25	10/30/26	10/29/27	10/27/28	11/9/29	11/8/30	11/7/31	11/5/32	
7	11/18/22	11/17/23	11/15/24	11/14/25	11/13/26	11/12/27	11/10/28	11/23/29	11/22/30	11/21/31	11/19/32	
8	12/2/22	12/1/23	11/29/24	11/28/25	11/27/26	11/26/27	11/24/28	12/7/29	12/6/30	12/5/31	12/3/32	
9	12/16/22	12/15/23	12/13/24	12/12/25	12/11/26	12/10/27	12/8/28	12/21/29	12/20/30	12/19/31	12/17/32	
10	12/30/22	12/29/23	12/27/24	12/26/25	12/25/26	12/24/27	12/22/28	1/4/30	1/3/31	1/2/32	12/31/32	
11	1/13/23	1/12/24	1/10/25	1/9/26	1/8/27	1/7/28	1/5/29	1/18/30	1/17/31	1/16/32	1/14/33	
12	1/27/23	1/26/24	1/24/25	1/23/26	1/22/27	1/21/28	1/19/29	2/1/30	1/31/31	1/30/32	1/28/33	
13	2/10/23	2/9/24	2/7/25	2/6/26	2/5/27	2/4/28	2/2/29	2/15/30	2/14/31	2/13/32	2/11/33	
14	2/24/23	2/23/24	2/21/25	2/20/26	2/19/27	2/18/28	2/16/29	3/1/30	2/28/31	2/27/32	2/25/33	
15	3/10/23	3/8/24	3/7/25	3/6/26	3/5/27	3/3/28	3/2/29	3/15/30	3/14/31	3/12/32	3/11/33	
16	3/24/23	3/22/24	3/21/25	3/20/26	3/19/27	3/17/28	3/16/29	3/29/30	3/28/31	3/26/32	3/25/33	
17	4/7/23	4/5/24	4/4/25	4/3/26	4/2/27	3/31/28	3/30/29	4/12/30	4/11/31	4/9/32	4/8/33	
18	4/21/23	4/19/24	4/18/25	4/17/26	4/16/27	4/14/28	4/13/29	4/26/30	4/25/31	4/23/32	4/22/33	
19	5/5/23	5/3/24	5/2/25	5/1/26	4/30/27	4/28/28	4/27/29	5/10/30	5/9/31	5/7/32	5/6/33	
20	5/19/23	5/17/24	5/16/25	5/15/26	5/14/27	5/12/28	5/11/29	5/24/30	5/23/31	5/21/32	5/20/33	
21	6/2/23	5/31/24	5/30/25	5/29/26	5/28/27	5/26/28	5/25/29	6/7/30	6/6/31	6/4/32	6/3/33	
22	6/16/23	6/14/24	6/13/25	6/12/26	6/11/27	6/9/28	6/8/29	6/21/30	6/20/31	6/18/32	6/17/33	
23	6/30/23	6/28/24	6/27/25	6/26/26	6/25/27	6/23/28	6/22/29	7/5/30	7/4/31	7/2/32	7/1/33	
24	7/14/23	7/12/24	7/11/25	7/10/26	7/9/27	7/7/28	7/6/29	7/19/30	7/18/31	7/16/32	7/15/33	
25	7/28/23	7/26/24	7/25/25	7/24/26	7/23/27	7/21/28	7/20/29	8/2/30	8/1/31	7/30/32	7/29/33	
26	8/11/23	8/9/24	8/8/25	8/7/26	8/6/27	8/4/28	8/3/29	8/16/30	8/15/31	8/13/32	8/12/33	
N/A 27							8/17/29					
pay off of 4 checks							pay off of 5 checks					

# Option 4

## 21 checks paid biweekly

- Employees on 180-185 day contract get paid during time worked (21 checks) rather than year round, starting 1<sup>st</sup> payday in September each year.
- Pros: Permanent fix. Per check amount increases greatly. Have ultimate flexibility on school start date.
- Cons: Employees will miss summer checks, but all benefits will be deducted over the 21 checks.

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd</u> <u>per ck.</u>	<u>1st work day</u>	<u>Days</u> <u>Earned</u>
September 14, 2018	8.76	August 6, 2018	30.00 School could start much later if desired.
September 1, 2017	8.76	August 7, 2017	20.00 School could start much later if desired.
September 2, 2016	8.76	August 8, 2016	20.00 School could start much later if desired.
September 4, 2015	8.76	August 10, 2015	20.00 School could start much later if desired.
August 22, 2014	6.82	August 6, 2014	13.00 School could start much later if desired.
August 9, 2013	6.82	August 6, 2013	(3.00)
August 10, 2012	7.07	August 7, 2012	3.00
August 12, 2011	7.07	August 10, 2011	2.00
August 13, 2010	7.07	August 12, 2010	1.00
August 14, 2009	7.07	August 13, 2009	1.00
August 15, 2008	7.07	August 7, 2008	8.00
		August 9, 2007	

# Option 4 (cont.)

Checks	2012/13	27 checks 2013/14	27 checks 2014/15	21 checks 2015/16	21 checks 2016/17	21 checks 2017/18	21 checks 2018/19	21 checks 2019/20	21 checks 2020/21
1	8/10/12	8/9/13	8/22/14	9/4/15	9/2/16	9/1/2017	9/14/18	9/13/19	9/11/20
2	8/24/12	8/23/13	9/5/14	9/18/15	9/16/16	9/15/17	9/28/18	9/27/19	9/25/20
3	9/7/12	9/6/13	9/19/14	10/2/15	9/30/16	9/29/17	10/12/18	10/11/19	10/9/20
4	9/21/12	9/20/13	10/3/14	10/16/15	10/14/16	10/13/17	10/26/18	10/25/19	10/23/20
5	10/5/12	10/4/13	10/17/14	10/30/15	10/28/16	10/27/17	11/9/18	11/8/19	11/6/20
6	10/19/12	10/18/13	10/31/14	11/13/15	11/11/16	11/10/17	11/23/18	11/22/19	11/20/20
7	11/2/12	11/1/13	11/14/14	11/27/15	11/25/16	11/24/17	12/7/18	12/6/19	12/4/20
8	11/16/12	11/15/13	11/28/14	12/11/15	12/9/16	12/8/17	12/21/18	12/20/19	12/18/20
9	11/30/12	11/29/13	12/12/14	12/25/15	12/23/16	12/22/17	1/4/19	1/3/20	1/1/21
10	12/14/12	12/13/13	12/26/14	1/8/16	1/6/17	1/5/18	1/18/19	1/17/20	1/15/21
11	12/28/12	12/27/13	1/9/15	1/22/16	1/20/17	1/19/18	2/1/19	1/31/20	1/29/21
12	1/11/13	1/10/14	1/23/15	2/5/16	2/3/17	2/2/18	2/15/19	2/14/20	2/12/21
13	1/25/13	1/24/14	2/6/15	2/19/16	2/17/17	2/16/18	3/1/19	2/28/20	2/26/21
14	2/8/13	2/7/14	2/20/15	3/4/16	3/3/17	3/2/18	3/15/19	3/13/20	3/12/21
15	2/22/13	2/21/14	3/6/15	3/18/16	3/17/17	3/16/18	3/29/19	3/27/20	3/26/21
16	3/8/13	3/7/14	3/20/15	4/1/16	3/31/17	3/30/18	4/12/19	4/10/20	4/9/21
17	3/22/13	3/21/14	4/3/15	4/15/16	4/14/17	4/13/18	4/26/19	4/24/20	4/23/21
18	4/5/13	4/4/14	4/17/15	4/29/16	4/28/17	4/27/18	5/10/19	5/8/20	5/7/21
19	4/19/13	4/18/14	5/1/15	5/13/16	5/12/17	5/11/18	5/24/19	5/22/20	5/21/21
20	5/3/13	5/2/14	5/15/15	5/27/16	5/26/17	5/25/18	6/7/19	6/5/20	6/4/21
21	5/17/13	5/16/14	5/29/15	6/10/16	6/9/17	6/8/18	6/21/19	6/19/20	6/18/21
22	5/31/13	5/30/14	6/12/15						
23	6/14/13	6/13/14	6/26/15						
24	6/28/13	6/27/14	7/10/15						
25	7/12/13	7/11/14	7/24/15						
26	7/26/13	7/25/14	8/7/15						
27		8/8/14	8/21/15						

## Option 5

### 27 checks paid biweekly

- Employees get 27 checks per year. First check is scheduled for the 2<sup>nd</sup> payday in August.
- Pros: Permanent fix. Employees will get a double check once each year except when we need to adjust every 5 years or so, depending on school start date. Three paychecks a year are insurance holidays. Have ultimate flexibility on school start date.
- Cons: Per check amount decreases slightly. Employees may expect a double check every year, when in fact, it won't be the case.

# Option 5 (cont.)

<u>1st payday</u> <u>184 day employees</u>	<u>Days pd</u> <u>per ck.</u>	<u>1st work</u> <u>day</u>	<u>Days</u> <u>Earned</u>
01-Sep-17	6.81	7-Aug-17	20.00 One check earlier is August 18, but number of days earned would be only 9.
19-Aug-16	6.81	8-Aug-16	10.00 27th check on August 18, 2017
21-Aug-15	6.81	10-Aug-15	10.00 27th check on August 19, 2016 (double check)
22-Aug-14	6.81	6-Aug-14	13.00 27th check on August 21, 2015 (double check)
09-Aug-13	6.81	6-Aug-13	4.00 27th check will fall on August 8, 2014
10-Aug-12	7.07	7-Aug-12	3.00
12-Aug-11	7.07	10-Aug-11	2.00
13-Aug-10	7.07	12-Aug-10	1.00
14-Aug-09	7.07	13-Aug-09	1.00
15-Aug-08	7.07	7-Aug-08	8.00
		9-Aug-07	

# Option 5 (cont.)

Checks	2012/13	2013/14	2014/15	DOUBLE 2015/16	DOUBLE 2016/17	DOUBLE 2017/18	2018/19	DOUBLE 2019/20
1	8/10/12	8/9/13	8/22/14	8/21/15	8/19/16	8/18/2017	8/31/18	8/30/19
2	8/24/12	8/23/13	9/5/14	9/4/15	9/2/16	9/1/2017	9/14/18	9/13/19
3	9/7/12	9/6/13	9/19/14	9/18/15	9/16/16	9/15/17	9/28/18	9/27/19
4	9/21/12	9/20/13	10/3/14	10/2/15	9/30/16	9/29/17	10/12/18	10/11/19
5	10/5/12	10/4/13	10/17/14	10/16/15	10/14/16	10/13/17	10/26/18	10/25/19
6	10/19/12	10/18/13	10/31/14	10/30/15	10/28/16	10/27/17	11/9/18	11/8/19
7	11/2/12	11/1/13	11/14/14	11/13/15	11/11/16	11/10/17	11/23/18	11/22/19
8	11/16/12	11/15/13	11/28/14	11/27/15	11/25/16	11/24/17	12/7/18	12/6/19
9	11/30/12	11/29/13	12/12/14	12/11/15	12/9/16	12/8/17	12/21/18	12/20/19
10	12/14/12	12/13/13	12/26/14	12/25/15	12/23/16	12/22/17	1/4/19	1/3/20
11	12/28/12	12/27/13	1/9/15	1/8/16	1/6/17	1/5/18	1/18/19	1/17/20
12	1/11/13	1/10/14	1/23/15	1/22/16	1/20/17	1/19/18	2/1/19	1/31/20
13	1/25/13	1/24/14	2/6/15	2/5/16	2/3/17	2/2/18	2/15/19	2/14/20
14	2/8/13	2/7/14	2/20/15	2/19/16	2/17/17	2/16/18	3/1/19	2/28/20
15	2/22/13	2/21/14	3/6/15	3/4/16	3/3/17	3/2/18	3/15/19	3/13/20
16	3/8/13	3/7/14	3/20/15	3/18/16	3/17/17	3/16/18	3/29/19	3/27/20
17	3/22/13	3/21/14	4/3/15	4/1/16	3/31/17	3/30/18	4/12/19	4/10/20
18	4/5/13	4/4/14	4/17/15	4/15/16	4/14/17	4/13/18	4/26/19	4/24/20
19	4/19/13	4/18/14	5/1/15	4/29/16	4/28/17	4/27/18	5/10/19	5/8/20
20	5/3/13	5/2/14	5/15/15	5/13/16	5/12/17	5/11/18	5/24/19	5/22/20
21	5/17/13	5/16/14	5/29/15	5/27/16	5/26/17	5/25/18	6/7/19	6/5/20
22	5/31/13	5/30/14	6/12/15	6/10/16	6/9/17	6/8/18	6/21/19	6/19/20
23	6/14/13	6/13/14	6/26/15	6/24/16	6/23/17	6/22/18	7/5/19	7/3/20
24	6/28/13	6/27/14	7/10/15	7/8/16	7/7/17	7/6/18	7/19/19	7/17/20
25	7/12/13	7/11/14	7/24/15	7/22/16	7/21/17	7/20/18	8/2/19	7/31/20
26	7/26/13	7/25/14	8/7/15	8/5/16	8/4/17	8/3/18	8/16/19	8/14/20
27		8/8/14	8/21/15	8/19/16	8/18/17	8/17/18	8/30/19	8/28/20



# Option 5 (cont.)

Checks	DOUBLE 2020/21	DOUBLE 2021/22	DOUBLE 2022/23	DOUBLE 2023/24	DOUBLE 2024/25	DOUBLE 2025/26	DOUBLE 2026/27	DOUBLE 2027/28	DOUBLE 2028/29	2028/29
1	8/28/20	8/27/21	8/26/22	8/25/23	8/23/24	8/22/25	8/21/26	8/20/27	8/18/28	8/31/29
2	9/11/20	9/10/21	9/9/22	9/8/23	9/6/24	9/5/25	9/4/26	9/3/27	9/1/28	9/14/29
3	9/25/20	9/24/21	9/23/22	9/22/23	9/20/24	9/19/25	9/18/26	9/17/27	9/15/28	9/28/29
4	10/9/20	10/8/21	10/7/22	10/6/23	10/4/24	10/3/25	10/2/26	10/1/27	9/29/28	10/12/29
5	10/23/20	10/22/21	10/21/22	10/20/23	10/18/24	10/17/25	10/16/26	10/15/27	10/13/28	10/26/29
6	11/6/20	11/5/21	11/4/22	11/3/23	11/1/24	10/31/25	10/30/26	10/29/27	10/27/28	11/9/29
7	11/20/20	11/19/21	11/18/22	11/17/23	11/15/24	11/14/25	11/13/26	11/12/27	11/10/28	11/23/29
8	12/4/20	12/3/21	12/2/22	12/1/23	11/29/24	11/28/25	11/27/26	11/26/27	11/24/28	12/7/29
9	12/18/20	12/17/21	12/16/22	12/15/23	12/13/24	12/12/25	12/11/26	12/10/27	12/8/28	12/21/29
10	1/1/21	12/31/21	12/30/22	12/29/23	12/27/24	12/26/25	12/25/26	12/24/27	12/22/28	1/4/30
11	1/15/21	1/14/22	1/13/23	1/12/24	1/10/25	1/9/26	1/8/27	1/7/28	1/5/29	1/18/30
12	1/29/21	1/28/22	1/27/23	1/26/24	1/24/25	1/23/26	1/22/27	1/21/28	1/19/29	2/1/30
13	2/12/21	2/11/22	2/10/23	2/9/24	2/7/25	2/6/26	2/5/27	2/4/28	2/2/29	2/15/30
14	2/26/21	2/25/22	2/24/23	2/23/24	2/21/25	2/20/26	2/19/27	2/18/28	2/16/29	3/1/30
15	3/12/21	3/11/22	3/10/23	3/8/24	3/7/25	3/6/26	3/5/27	3/3/28	3/2/29	3/15/30
16	3/26/21	3/25/22	3/24/23	3/22/24	3/21/25	3/20/26	3/19/27	3/17/28	3/16/29	3/29/30
17	4/9/21	4/8/22	4/7/23	4/5/24	4/4/25	4/3/26	4/2/27	3/31/28	3/30/29	4/12/30
18	4/23/21	4/22/22	4/21/23	4/19/24	4/18/25	4/17/26	4/16/27	4/14/28	4/13/29	4/26/30
19	5/7/21	5/6/22	5/5/23	5/3/24	5/2/25	5/1/26	4/30/27	4/28/28	4/27/29	5/10/30
20	5/21/21	5/20/22	5/19/23	5/17/24	5/16/25	5/15/26	5/14/27	5/12/28	5/11/29	5/24/30
21	6/4/21	6/3/22	6/2/23	5/31/24	5/30/25	5/29/26	5/28/27	5/26/28	5/25/29	6/7/30
22	6/18/21	6/17/22	6/16/23	6/14/24	6/13/25	6/12/26	6/11/27	6/9/28	6/8/29	6/21/30
23	7/2/21	7/1/22	6/30/23	6/28/24	6/27/25	6/26/26	6/25/27	6/23/28	6/22/29	7/5/30
24	7/16/21	7/15/22	7/14/23	7/12/24	7/11/25	7/10/26	7/9/27	7/7/28	7/6/29	7/19/30
25	7/30/21	7/29/22	7/28/23	7/26/24	7/25/25	7/24/26	7/23/27	7/21/28	7/20/29	8/2/30
26	8/13/21	8/12/22	8/11/23	8/9/24	8/8/25	8/7/26	8/6/27	8/4/28	8/3/29	8/16/30
27	8/27/21	8/26/22	8/25/23	8/23/24	8/22/25	8/21/26	8/20/27	8/18/28	8/17/29	8/30/30

# Option 6

24 checks paid semi-monthly, 10th and 25th of each month

- Semi monthly checks: pay on 10<sup>th</sup> and 25<sup>th</sup> of each month, days paid per check is 7.7, when payday falls on a weekend or federal banking holiday, payday is the business day before (i.e. Friday, if payday is on Saturday, or Sunday).
- Pros: Permanent solution, each check is larger.
- Cons: Irregular paydays and pay dates, 2 less checks over the year, no “insurance holiday” paychecks, very difficult to administer for 200 sites and departments, deadlines are always moving.

# Option 6 (cont.)

Checks	2013/14		2014/15		2015/16		2016/17		2017/18	
	<u>actual</u>	<u>pay day</u>	<u>actual</u>	<u>pay day</u>	<u>actual</u>	<u>pay day</u>	<u>actual</u>	<u>pay day</u>	<u>actual</u>	<u>pay day</u>
1	08/10/13	Sat Fri	08/25/14	Mon Mon	08/25/15	Tue Tue	08/25/16	Thu Thu	08/25/17	Fri Fri
2	08/25/13	Sun Fri	09/10/14	Weds Weds	09/10/15	Thu Thu	09/10/16	Sat Fri	09/10/17	Sun Fri
3	09/10/13	Tues Tues	09/25/14	Thurs Thurs	09/25/15	Fri Fri	09/25/16	Sun Fri	09/25/17	Mon Mon
4	09/25/13	Weds Weds	10/10/14	Fri Fri	10/10/15	Sat Fri	10/10/16	Mon Mon	10/10/17	Tue Tue
5	10/10/13	Thurs Thurs	10/25/14	Sat Fri	10/25/15	Sun Fri	10/25/16	Tue Tue	10/25/17	Wed Wed
6	10/25/13	Fri Fri	11/10/14	Mon Mon	11/10/15	Tue Tue	11/10/16	Thu Thu	11/10/17	Fri Fri
7	11/10/13	Sun Fri	11/25/14	Tues Tues	11/25/15	Wed Wed	11/25/16	Fri Fri	11/25/17	Sat Fri
8	11/25/13	Mon Mon	12/10/14	Weds Weds	12/10/15	Thu Thu	12/10/16	Sat Fri	12/10/17	Sun Fri
9	12/10/13	Tues Tues	12/25/14	Thurs Weds	12/25/15	Fri Thu	12/25/16	Sun Fri	12/25/17	Mon Fri
10	12/25/13	Wed Tues	01/10/15	Sat Fri	01/10/16	Sun Fri	01/10/17	Tue Tue	01/10/18	Wed Wed
11	01/10/14	Fri Fri	01/25/15	Sun Fri	01/25/16	Mon Fri	01/25/17	Wed Wed	01/25/18	Thu Thu
12	01/25/14	Sat Fri	02/10/15	Tues Tues	02/10/16	Wed Wed	02/10/17	Fri Fri	02/10/18	Sat Fri
13	02/10/14	Mon Mon	02/25/15	Weds Weds	02/25/16	Thu Thu	02/25/17	Sat Fri	02/25/18	Sun Fri
14	02/25/14	Tues Tues	03/10/15	Tues Tues	03/10/16	Thu Thu	03/10/17	Fri Fri	03/10/18	Sat Fri
15	03/10/14	Mon Mon	03/25/15	Weds Weds	03/25/16	Fri Fri	03/25/17	Sat Fri	03/25/18	Sun Fri
16	03/25/14	Tue Tue	04/10/15	Fri Fri	04/10/16	Sun Fri	04/10/17	Mon Mon	04/10/18	Tue Tue
17	04/10/14	Thurs Thurs	04/25/15	Sat Fri	04/25/16	Mon Mon	04/25/17	Tue Tue	04/25/18	Wed Wed
18	04/25/14	Fri Fri	05/10/15	Sun Fri	05/10/16	Tue Tue	05/10/17	Wed Wed	05/10/18	Thu Thu
19	05/10/14	Sat Fri	05/25/15	Mon Mon	05/25/16	Wed Wed	05/25/17	Thu Thu	05/25/18	Fri Fri
20	05/25/14	Sun Fri	06/10/15	Weds Weds	06/10/16	Fri Fri	06/10/17	Sat Fri	06/10/18	Sun Fri
21	06/10/14	Tues Tues	06/25/15	Thurs Thurs	06/25/16	Sat Fri	06/25/17	Sun Fri	06/25/18	Mon Mon
22	06/25/14	Wed Wed	07/10/15	Fri Fri	07/10/16	Sun Fri	07/10/17	Mon Mon	07/10/18	Tue Tue
23	07/10/14	Thurs Thurs	07/25/15	Sat Fri	07/25/16	Mon Mon	07/25/17	Tue Tue	07/25/18	Wed Wed
24	07/25/14	Fri Fri	08/10/15	Mon Mon	08/10/16	Wed Wed	08/10/17	Thu Thu	08/10/18	Fri Fri
25	08/10/14	Sun Fri								

# Option 6 (cont.)

Checks	2018/19		2019/20		2020/21		2021/22					
	actual	pay day	actual	pay day	actual	pay day	actual	pay day				
1	08/25/18	Sat	Fro	08/25/19	Sun	Sun	08/25/20	Tue	Tue	08/25/21	Wed	Wed
2	09/10/18	Mon	Mon	09/10/19	Tue	Tue	09/10/20	Thu	Thu	09/10/21	Fri	Fri
3	09/25/18	Tue	Tue	09/25/19	Wed	Wed	09/25/20	Fri	Fri	09/25/21	Sat	Sat
4	10/10/18	Wed	Wed	10/10/19	Thu	Thu	10/10/20	Sat	Sat	10/10/21	Sun	Sun
5	10/25/18	Thu	Thu	10/25/19	Fri	Fri	10/25/20	Sun	Sun	10/25/21	Mon	Mon
6	11/10/18	Sat	Fro	11/10/19	Sun	Sun	11/10/20	Tue	Tue	11/10/21	Wed	Wed
7	11/25/18	Sun	Fro	11/25/19	Mon	Mon	11/25/20	Wed	Wed	11/25/21	Thu	Thu
8	12/10/18	Mon	Mon	12/10/19	Tue	Tue	12/10/20	Thu	Thu	12/10/21	Fri	Fri
9	12/25/18	Tue	Mon	12/25/19	Wed	Tue	12/25/20	Fri	Thu	12/25/21	Sat	Fri
10	01/10/19	Thu	Thu	01/10/20	Fri	Fri	01/10/21	Sun	Sun	01/10/22	Mon	Mon
11	01/25/19	Fri	Fri	01/25/20	Sat	Sat	01/25/21	Mon	Mon	01/25/22	Tue	Tue
12	02/10/19	Sun	Fri	02/10/20	Mon	Mon	02/10/21	Wed	Wed	02/10/22	Thu	Thu
13	02/25/19	Mon	Mon	02/25/20	Tue	Tue	02/25/21	Thu	Thu	02/25/22	Fri	Fri
14	03/10/19	Sun	Fri	03/10/20	Tue	Tue	03/10/21	Wed	Wed	03/10/22	Thu	Thu
15	03/25/19	Mon	Mon	03/25/20	Wed	Wed	03/25/21	Thu	Thu	03/25/22	Fri	Fri
16	04/10/19	Wed	Wed	04/10/20	Fri	Fri	04/10/21	Sat	Sat	04/10/22	Sun	Sun
17	04/25/19	Thu	Thu	04/25/20	Sat	Sat	04/25/21	Sun	Sun	04/25/22	Mon	Mon
18	05/10/19	Fri	Fri	05/10/20	Sun	Sun	05/10/21	Mon	Mon	05/10/22	Tue	Tue
19	05/25/19	Sat	Fri	05/25/20	Mon	Mon	05/25/21	Tue	Tue	05/25/22	Wed	Wed
20	06/10/19	Mon	Mon	06/10/20	Wed	Wed	06/10/21	Thu	Thu	06/10/22	Fri	Fri
21	06/25/19	Tue	Tue	06/25/20	Thu	Thu	06/25/21	Fri	Fri	06/25/22	Sat	Sat
22	07/10/19	Wed	Wed	07/10/20	Fri	Fri	07/10/21	Sat	Sat	07/10/22	Sun	Sun
23	07/25/19	Thu	Thu	07/25/20	Sat	Sat	07/25/21	Sun	Sun	07/25/22	Mon	Mon
24	08/10/19	Sat	Fri	08/10/20	Mon	Mon	08/10/21	Tue	Tue	08/10/22	Wed	Wed

# Review of all Options

- Option 1: 26 checks except 13/14 and 17/18, when we will have 27 checks. Adjust to 27 when necessary, thereafter.
- Option 2: 26 checks. 9, 10, 11 month employees will miss a check when adjustment is necessary.
- Option 3: 26 checks. All employees less than 12 months get paid off on or before June 30. 1st check of new year is last payday in August.
- Option 4: 21 checks. Employees only get paid during the time they are actually working.
- Option 5: 27 checks every year. Checks will overlap in some years. *(Will affect all employees, including 12-month employees.)*
- Option 6: 24 checks semi-monthly, payday is on 10th and 25th of the month in illustration. 1st pay check of year for 9 month employees would be August 25th. *(Will affect all employees, including 12-month employees.)*