

# 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.

# 26 checks paid biweekly, 27 paid biweekly when necessary

- 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: 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		

**26 checks (current), but adjust when necessary**

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			

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	