

NEW The employees shall be paid in accordance with the County's payroll schedule. The County will implement a County wide lag pay system no earlier than January 1, 2023. ~~or December 31, 2023.~~ A six (6) month notice will be provided to the bargaining unit prior to implementation.

Examples of how lag pay may be implemented:

- 1) Semi-Monthly: Hours worked from the 1st through the 15th of the month will be paid on the 22nd of the month. Hours worked from the 16th through the end of the month will be paid on the 7th of the following month.
- 2) Bi-Weekly: Employees will be paid bi-weekly on every other Friday. Pay periods will always be a 14-day period. The number of yearly pay periods will be changed from 24 pays to 26 pays.
 - If implemented on January 1, 2023, the first pay period will be as follows: Start January 1 through pay end date January 14, 2023. Employees will be paid on January 20, 2023. (a one-time, 7 day delay in pay checks being issued)
 - If implemented on December 31, 2023, the first pay period will be as follows: Start December 31, 2023 through pay end date January 13, 2024. Employees will be paid on January 19, 2024 (a one-time, 5 day delay in pay checks being issued).
 - Once the lag pay system is implemented, employees will be paid bi-weekly on every other Friday.
 - Pay periods will always be a 14 day period.
 - The number of yearly pay periods will be changed from 24 pays to 26 pays.

In recognition that this change could have an impact on employees, options that may be offered to the employees to bridge this delay will be:

- o The ability to do a one-time cash out of accrued Vacation/PTO or Comp time up to forty (40) hours.
- o Ability to take out a 0% interest loan out that will be repaid during the course of their employment or upon separation.
- o If any other options are developed at the time of implementation, the options will be offered to the members of this bargaining unit.

If there is a delay or change in the implementation for this bargaining unit, at least 60 days notice will be given.