



NEW PAYROLL SYSTEM (APRIL 30, 2010) HIGHLIGHTS OF PAYROLL PRACTICES NOT CHANGING

Auditor-Controller
Announcement
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What is NOT Changing?

The County will be replacing its payroll system (CWPAY) with the April 30, 2010 payday. With the implementation of the new eHR Payroll System, you will see changes in the way you are paid, however, many of the County's payroll practices will remain the same.

eHR Payroll Highlights!

- Replacing a 30-year old payroll system (CWPAY)
- First Payday: April 30, 2010
- Semi-Monthly Pay
- Work Day Pay
- Earnings and Deductions on each pay statement

What Do I Need to Know?

MONTHLY SALARY

The calculation of your regular earnings will remain the same.

SALARY BONUS CALCULATION

The amount of a bonus added to your monthly salary, such as longevity, will not change.

PAID TWICE A MONTH

The County paydays will remain on the 15th and 30th of each month.

OVERTIME

The calculations and payment of overtime are not changing.

SHIFT DIFFERENTIAL PAY

The practice of receiving night and weekend shift differentials on the 15th and 30th of each month will not change.

BONUSES

Earnings paid as a flat dollar amount will continue to be paid at the same rate and on the same schedule. Bilingual bonus and uniform allowance are examples of these types of bonuses.

What About Benefits and Leave?

BENEFIT ACCRUALS

The rate and the limits an employee accrues for vacation, sick time and non-elective leave will not change in 2010.

BENEFIT TIME PAYOUT

The payout of excess balances and unused time at termination, such as vacation, sick time and other unused accrued time will not change and will continue to be calculated on a work day basis.

70% SALARY CONTINUATION FOR JOB RELATED INJURIES

By state regulations, there is no change. This will continue to be paid at the calendar day rate.

ELECTIVE LEAVE

The cost of purchasing and payout of unused elective leave will not change.

In this Issue:

Salary

- Salary Schedules

Paid Twice a Month

Bonuses

- Salary Bonuses
- Shift Differential Pay

Benefits

- Benefit Accruals
- Benefit Payout

Leaves of Absence

- 70% Salary Continuation for Job Related Injuries
- Elective Leave

Frequently Asked Questions

For more details on these issues and other information visit the Employee Portal: <http://payroll.lacounty.gov/faq> or ask your payroll manager.

For more information on the new eHR Payroll System, please visit the LA County Employee Portal at: <http://payroll.lacounty.gov>

