

Summer Pay Change Q&A

Question: Will the processes be the same with the exception of the percentage this summer?

Answer: Yes. For the Summer 2012, only the rate for calculating summer pay has changed from 2.5% to 2.778% of annual salary per week. The process has not changed for this summer. Please refer to the Payroll & Tax Website for specific instructions. <http://www.purdue.edu/business/payroll/summer/index.html>

Question: How will the increased expense be funded?

Answer: For West Lafayette, an allocation from the executive offices will be made to the colleges to cover the increased burden to the general fund for the current year. This allocation will be calculated by the Comptroller's office and the distribution of the allocation will be made by Budget & Fiscal Planning in September after the actual burden is known. A permanent funding solution will be identified in Phase 2 of the implementation plan. All other funds will bear the full cost of the increase as incurred. Regional campuses should consult with their leadership to understand the interim funding solution.

Question: Will the budget in Coeus be enough to cover the actual charges that will post with the increased percentage?

Answer: If the faculty member was budgeted for the entire summer and is limited to 12 weeks as is laid out in the Provost guidelines, then the budget in Coeus will be sufficient to cover the expense for the summer. It is important to remember that the budget in Coeus is an estimate of monthly pay. The number of days that are actually included in an individual pay period may cause the budget for an individual pay period to be less than the actual charges for the pay period.

Question: Will the summer cap of 25% and 30% be revised to 27.78% (10 wks) and 33.336% (12 wks)?

Answer: Yes, effective summer 2012, the summer cap of 25% and 30% be revised to 27.78% (10 wks) and 33.336% (12 wks).

Question: Does the change only effect AY faculty?

Answer: No. The change is effective for all AY faculty and staff.

Question: The Board approved the modification of University C-26 #6 related to the conversion from academic-year to fiscal-year and vice versa as follows:

AY to FY, increase the AY salary by 5/18, or 27.78% (from 25%) FY to AY, decrease the FY salary by 5/23, or 21.74% (from 20%) How will this be policy change be implemented?

Answer: If an employee was converted to FY prior to May 2012, then the employee should be converted back to AY using the old rates (20%). If an employee was converted to FY after May 2012, then the employee should be converted back to AY using the new rates (21.74%).

Question: We hired a FY employee in 2012 (before May) and we are now converting him to AY. At what rate, should he be converted?

Answer: All FY employees hired prior to May 2012 should be converted to AY by reducing their FY rate by 20%. All FY employees hired after May 2012 should be converted to AY by reducing their FY rate by the new rate of 21.74%.