# When will the change from a monthly pay schedule to a biweekly pay schedule take effect?

Those employees who transition to non-exempt, overtime-eligible employees based on the July 1, 2024, FLSA exempt-salary threshold increase will transition to the biweekly pay schedule no later than 7/1/24.

**Here are examples of the specific pay dates for biweekly pay starting 7/1/24:**

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| 7/1/2024: | Last monthly paycheck for work performed between 6/1/2024 through 6/30/2024. This paycheck includes the disability benefits deduction for the month of June and all other benefits deductions for the month of July. |
| 7/17/2024: | First paycheck for biweekly period of 7/1/2024 through 7/6/2024. This paycheck includes the second ½ of July benefits deduction for disability, FSA and HSA accounts, and the second ½ of August deductions for all other benefits. UCPath will work with employee to collect the benefits deduction for the first ½ of July and first ½ of August that were missed and address the over-collection of contributions to FSA and HAS accounts. This will not cause a lapse in benefits. |
| 7/31/2024: | Paycheck for biweekly period of 7/7/2024 through 7/20/2024; benefits deduction holiday. |
| 8/14/2024: | Paycheck for biweekly period of 7/21/2024 through 8/3/2024. This paycheck includes the first ½ of August benefits deduction for disability, FSA and HSA accounts, and the first ½ of September deductions for all other benefits. |

Those employees who transition to non-exempt, overtime-eligible employees based on the January 1, 2025, FLSA exempt-salary threshold increase will transition to the biweekly pay schedule no later than 1/1/25.

**Here are examples of the specific pay dates for biweekly pay starting 1/1/25:**

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| 1/2/2025: | Last monthly paycheck for work performed between 12/1/2024 through 12/31/2024. This paycheck includes the disability benefits deductions for the month of December, and all other benefits deductions for the month of January. |
| 1/15/2025: | First paycheck for biweekly period of 1/1/2025 through 1/4/2025. This paycheck includes the second ½ of January benefits deductions for disability, FSA and HSA accounts, and the second ½ of February deductions for all other benefits. UCPath will work with employee to collect the benefits deductions for the first ½ of January and first ½ of February that were missed and address the over collection of contributions to FSA and HSA accounts. This will not cause a lapse in benefits. |
| 1/29/2025: | Paycheck for biweekly period of 1/5/2025 through 1/18/2025; benefits deductions holiday. |
| 2/12/2025: | Paycheck for biweekly period of 1/19/2025 through 2/1/2025. This paycheck includes the first ½ of February benefits deductions for disability, FSA and HSA accounts, and the first ½ of March deductions for all other benefits. |