



## **PAYROLL PROCESSING NEWSLETTER**

**June 5, 2009**

**For Pay period: 05/31/09 – 06/13/09 Paid 06/26/09**

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### **Items of Interest:**

**Retroactive Funding (RFA) and all other Adjustments for FY2009:** We request that all payroll transactions, regardless of funding source (account codes), for FY2009 be processed and approved through budgetary channels **on or before the June 5, 2009 5:00 p.m. deadline**. Please adhere to this deadline so that corrections are processed timely and accurately for us to meet the state and university required deadlines and for accurate fiscal year reporting. \*Please ensure that you have the necessary approval and documentation for the request prior to submitting the information to the payroll office

**Employer Fringe Benefit Deduction Moratoriums:** Senate Bill 23 suspended employer deductions for both retirement Death & Disability payments and Group Health Insurance.

**Death & Disability (D&D)** the moratorium on contributions (0.00%) has been extended to November 30, 2009. Beginning with the pay period 11/15-11/28 paid 12/11/09 employer D&D contributed will be deducted. *This is a change from previous announcement that the moratorium would end 6/30/09.*

**Employer Group Health Insurance (GHI) Premiums** the moratorium on contributions (0.00%) ends with the pay period ending June 13, 2009. Beginning with the pay period 6/14-6/27 paid 7/10/09 Employer health insurance contributions will be deducted.

**Students Charged Social Security, Medicare (FICA) Taxes:** Beginning with the 5/31/09 pay period student employees who are not enrolled in the minimum required hours for summer school will be charged FICA taxes. When school is not in session, students may work over 75% or 30+ hours **up to a maximum of 40** in a workweek however, they will be charged FICA taxes on the entire pay period earnings. F1 and J1 student Visa holders are an exception. The Student Social Security Exemption Chart is located at [www.hreo.ku.edu/files/documents/socialsec\\_exempt.pdf](http://www.hreo.ku.edu/files/documents/socialsec_exempt.pdf).

### **Reminders:**

#### **University Support Staff (USS) Maximum Vacation Balances**

USS employees whose vacation balance is, or soon will be, over the maximum must use their excess vacation leave by Saturday, June 13, 2009 (or a preceding work day, such as Friday, if not working on Saturday). If they are unable to take the excess vacation leave, up to 40 hours of vacation leave that is over the maximum allowed will be converted to sick leave by the HR/Pay system at the end of the fiscal year.

The hours the USS employee accrues during the 05/31/09 - 06/13/09 pay period are not affected. The table below outlines the maximum USS accumulation limits based on their length of service. The full leave table is located at [http://www.hreo.ku.edu/files/documents/classified\\_leave.xls](http://www.hreo.ku.edu/files/documents/classified_leave.xls)

## **Unclassified Professional Staff (UPS) and Fiscal Year Faculty/Academic Staff Vacation Leave**

**Accrual:** These faculty/staff are eligible to earn up to 22 days of vacation leave (2 days per month), 176 hours for full-time per fiscal year. Affected employees will not earn vacation leave during the payroll periods of FY09: 5/17/09 - 5/30/09 paid 6/12/09 and 5/31/09 -6/13/09 paid 6/26/09.

In addition, they do not accrue vacation leave for the pay period of 5/03-5/16 paid 5/29/09, as it is the third check of the month.

The [Kyou](#) portal will show accrual of vacation leave each of these periods but will then show an adjustment with those hours being backed out.

Vacation leave charts are located at [http://www.hreo.ku.edu/files/documents/unclass\\_leave.xls](http://www.hreo.ku.edu/files/documents/unclass_leave.xls)

**Student Employee Query:** The payroll office will send on 5/8/09 a listing of all current student hourly appointments to departmental PRS. Please review this listing of all current student employees and return to Payroll office with notations of terminations and standard hours changes before 06/09/09. This process eliminates the need for payroll forms to terminate or change standard hours for your student employees.

**IRS Information on Federal Tax Withholding:** Please refer to the HRIS-L sent 5/18/09 regarding important Federal tax withholding information. You can also access the 'Gross to Net Spreadsheet' on our website in order to calculate how taxes and deductions affect a paycheck:

[http://www.payroll.ku.edu/employer\\_payroll\\_info/gross\\_to\\_net.aspx](http://www.payroll.ku.edu/employer_payroll_info/gross_to_net.aspx)