



Mark A. Hackel  
County Executive

## HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

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To: County Staff

From: Andrew S. McKinnon, Director  
Human Resources and Labor Relations

Date: January 1, 2021

Re: Direct Deposit and Implementation of Increase

Happy new year everyone!

We have received several emails regarding banks indicating a January 4, 2021, deposit date on your ACH transfers, even though payday is Friday, January 1, 2021. (I know you want me to use English). Basically, you can see your paycheck, but the bank is showing that it doesn't deposit until January 4, 2021.

In speaking with finance, we pushed our ACH to the banks a little earlier than normal this week, as many banks are recognizing both December 31 and January 1 as bank holidays. If you see your paycheck as pending, that's evidence that the County's money has arrived. How your bank releases that deposit is up to each individual financial institution and outside of the control of the County.

This also gives us an opportunity to talk about the implementation of the 2% increase that begins in January 2021 and the way we are paid as county employees, which will result in 27 checks in the 2021 calendar year.

Although this upcoming check has the lump sums on it, the base salary is the same as you received in 2020. That's because you are being paid exclusively for days worked in 2020. Next pay date, January 15, 2021, you will be paid at 2 separate rates, as we will still be finishing out days worked in 2020. Therefore, the first check that you will see the full 2% increase will be January 29, 2021. Please know that you won't lose any monies, as each day worked in 2021 will be paid at the higher rate.

Further, because Macomb County established salaries on a 260 working day basis, no matter how many working days are in a year, you will not see a decrease in your hourly rate. This is a rather technical issue. While some of your salaried friends and family may see a decrease in their hourly rate, because their salary may be divided by 27 pay dates, that is not how we account for or pay our employees.

Basically, we take your annual salary, divide it by 260 and determine an hourly rate. We then pay you that hourly rate for all hours worked, regardless of the number of working days in a year. What this means for years that have 261 or 262 working days is a slight increase to your salary in those years, because you work another day or two depending on the year. We feel it's a more equitable way to compensate our employees.

I wish you all a happy, blessed and fantastic 2021.