Pay Employees [1]
To pay employees, you must:

1. **Identify payroll deadlines** [3] for each payroll cycle using our payroll calendars.
2. **Collect, enter and approve employees' time.** [4]
3. **Review the status of employees' pay** [4] and correct any pay errors [5].

The three payroll cycles are:

**Monthly**

1. **Find your employees' time-entry deadlines**
   *Please refer to your campus' payroll calendar for deadlines.*

2. **Find your time approval deadline**
   *Please refer to your campus' payroll calendar for deadlines.*
   Review Payroll Production Calendars [7]

3. **Collect, enter and approve employees' time**
   Collect and Enter Time [4]

**Biweekly**

Biweekly paydays generally fall on Fridays. The reporting period for this cycle runs from the beginning of each two-week cycle through its end.

1. **Find your employees' time-entry deadlines**
   *Please refer to your campus' payroll calendar for deadlines.*

2. **Identify your time approval deadline**
   *Please refer to your campus' payroll calendar for deadlines.*
   Review Payroll Production Calendars [8]
3. **Collect, enter and approve employees' time**
   
   Collect and Enter Time[^4]

   **Off-cycle**

   If you miss the above deadlines, you must enter time for payment on the off-cycle period. This cycle pays employees each Friday.

   1. To pay employees on the off cycle, you must enter their time into HCM by 5 p.m. Tuesday.

      **Step-by-Step: Manually Entering Reported Time[^8]**

      *Note: You must ensure the "off cycle" option is selected.*

   2. If you manage employees who don't use My Leave:

      **Step-by-Step: Uploading CU Regular Earnings Files[^9]**

      *Note: Enter "Y" into the "off cycle" field of the CU Time Regular Earnings Template[^10].*

   Valid reasons for using the off-cycle payroll

   - late entry, or approval of hire or job changes
   - incorrect entry of job data
   - hours or amounts not entered or approved before payroll is processed (If this data is entered but not approved, users must go back and check the "off cycle" box.)
   - late hire of employees
   - late Social Security number obtained by an international employee

   **Groups audience:**
   HCM Community

   **Right Sidebar:**
   HCM: Resources Key
   HCM: Document Library
   HCM: Feedback
   HCM: Submit a Ticket

   **Source URL:** https://www.cu.edu/hcm-community/pay-employees
Links