To pay employees, you must:

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

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**The three payroll cycles are:**

**Monthly**

1. **Find your employees' time-entry deadlines**
   
   *Please refer to your campus' payroll calendar for deadlines.*
   
   Step-by-Step: My Leave: Setting Preferences and Entering Time

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

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

**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.*
   
   Step-by-Step: My Leave: Setting Preferences and Entering Time

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