CU nonexempt employees will see payday schedule move to biweekly in fall 2026[1]

UPDATE: As of May 2026, the go-live date referenced here is postponed to Feb. 28, 2027. Learn more here.[2]

University of Colorado nonexempt (federal overtime eligible) employees will transition from a monthly to a biweekly pay schedule later this year.

The change, scheduled for Sept. 27, supports continued improvements in payroll accuracy, consistency and timeliness as part of CU's broader Time and Labor project[3].

With the payday schedule change[3], nonexempt employees will be paid in arrears, meaning pay will be issued approximately two weeks after hours are worked. Total pay and pay rates are not changing. To support employees during the move, CU will provide one-time transition payments along with tools and resources[4] to help ensure a smooth transition to the new pay schedule.

Additionally, all employees' leave will be processed in the same pay period as it occurs, regardless of their Fair Labor Standards Act (FLSA) status, starting on Sept. 27.

Why is CU implementing this change?

The university is adjusting pay and timekeeping processes to:

Improve payroll accuracy and reduce manual corrections Reduce the lag time between earning federal overtime and being paid earned federal overtime Improve the timeliness of first paychecks for newly hired employees Allow leave taken in a pay period to be fully processed before payroll runs, aligning how leave balances are reflected on paystubs Standardize timekeeping practices across all CU campuses Continue to align with industry standards for payroll and Fair Labor Standards Act?(FLSA) compliance

With these key objectives, the four university campuses, CU leadership and Employee Services aligned to implement this change after a thorough analysis that started in early 2024.

What you need to know

Nonexempt (federal overtime eligible) employees
Sept. 27 through Oct. 10, 2026, is the first pay period that the biweekly pay will be processed. Affected employees will receive their first biweekly paycheck on Oct. 23, 2026. If you are confirmed as a nonexempt employee who will move from monthly to biweekly pay, you will receive a one-time transition payment to help adjust to the new schedule and to cover the time between your last monthly payday (Sept. 30) and the first biweekly payday (Oct. 23). Supervisors of affected employees were informed of the change prior to employee announcements; detailed communications have already been shared directly with those affected. Starting Sept. 27, all leave will be processed in the same pay period as it occurs for all employees, regardless of their FLSA status (exempt or nonexempt). Ongoing updates and resources related to the transition can be found on the Payday Schedule Change webpage[4].
Exempt employees
Current CU exempt employees will continue to be paid monthly. Current exempt employees may have an opt-in period in 2027 to transition to biweekly pay, with each campus determining the specifics. Starting Sept. 27, all leave will be processed in the same pay period as it occurs for all employees, regardless of their FLSA status (exempt or nonexempt).
New hires
Starting Sept. 27, all new hires (exempt and nonexempt) will be on a biweekly pay schedule, except for nine-month faculty or certain graduate assistant students who will remain on a monthly pay schedule. Nonexempt employees hired between Jan. 23 and Sept. 26, 2026, with a monthly pay schedule, will move to a biweekly pay schedule on Sept. 27. This group will receive more information from their campus HR teams. New exempt employees who start after Sept. 26, 2026, will be hired into a biweekly pay period and will be informed of their pay schedule as part of their hiring process. The transition payment applies only to affected nonexempt employees hired before Sept. 1, 2026.
For additional information and resources about this change, please visit the Payday Schedule Change webpage[3] or

contact your campus HR teams.

Feedback requested on newly revised Consensual Amorous Relationships Policy [5]

The University of Colorado community is invited to review a newly revised Consensual Amorous Relationships Policy (currently Conflict of Interest in Amorous Relationships Policy, APS 5015[6]) and to provide feedback by March 13, 2026, before its final consideration by the campus chancellors and the president. The proposed effective date is July 1, 2026.

Led by Valerie Simons, vice president of compliance and equity and system Title IX coordinator, a systemwide group of staff and faculty – including representatives from the Equity Offices, Human Resources, Intercollegiate Athletics and Office of University Counsel – met this past year to review the policy as requested by CU President Todd Saliman.

The working group shared initial drafts with campus stakeholder offices and university leadership and student representatives and is now proceeding with review through the system Office of Policy and Efficiency[7] for stakeholder engagement with students, faculty and staff, campus governance groups and external stakeholders. Each campus will also host student focus groups to ensure their robust review and engagement prior to the finalization of the policy.

The policy was drafted with the following goals in mind:
Expand definition of “evaluative authority” to remove any concerns about favoritism, abuses of power or perceived or real conflicts of interest, particularly involving students, when the power dynamic between two individuals is in question.
Establish clear prohibitions for defined consensual amorous relationships and protocol for how to disclose and remove any potential conflicts of interest. Explain differences between relationships between consenting individuals pursuant to the Consensual Amorous Relationships Policy and those relationships that involve harassment, coercion, intimidation, force, threats or intimidation or “quid pro quo” that are addressed under the Sexual Misconduct, Intimate Partner Violence, and Stalking Policy.
Feedback is requested by March 13 so that the Office of Policy and Efficiency may share it with leadership and the systemwide working group. Once all feedback is received, the policy will be finalized through the office of the president and campus leadership.

The link to provide feedback is on the draft policy[6] (https://www.cu.edu/ope/forms/feedback[8]), where additional information about the policy and initial review by the systemwide working group can be found. Community input will inform revisions to the draft before its final presentation to the chancellors and the president.

CU Boulder’s 150-year history comes to film[9]

JobPulse: A tool to assess regional labor market demand in the semiconductor industry [10]

Why quantum tech could be Colorado’s next big break [11]

Are we unintentionally making the ‘Anxious Generation’ more anxious? [12]

Federal update: FY26 appropriations, TRIO lawsuit, more[13]

From Jan. 23, this update from CU Federal Relations and Counsel includes information on FY26 Appropriations, TRIO Lawsuit, ED DEI Lawsuit Withdrawal, ED Moving Staff to DOL, and New NIH Fetal Tissue Research Policy.

Click here to read the post.[14]

For the latest communications and federal memos, please visit the CU System Federal Updates and Actions[15] page.

Gutierrez named regional program manager in southern Colorado[16]

Tracy Gutierrez has been named the next regional program manager for southern Colorado in CU’s Office of Outreach and Engagement[17].

She begins her new role Feb. 2, continuing the work in southern Colorado begun by Outreach and Engagement when the office was established in 2019. The territory includes 21 counties from the San Luis Valley to southeastern Colorado.

“Tracy was selected from a very competitive field of over 360 candidates from across the state,” said Tony Salazar, vice president for outreach and engagement. “Our team is pleased to welcome Tracy into our statewide outreach and engagement work. We are excited to have her expertise and experience as she continues to build upon the relationships we’ve created in this important part of the state.”

Gutierrez has worked professionally throughout southern Colorado for over 25 years. She served as director of alumni and community relations at Colorado State University Pueblo for 15 years, planning over 45 events each year in addition to leading alumni engagement efforts. She also led community relations efforts, including university representation at community events such as the Colorado State Fair and Chamber of Commerce functions.

For the past three years, Gutierrez worked in regional economic development, serving as the senior program manager at Southern Colorado Economic Development District. The organization serves 13 counties in support of economic development projects and community engagement efforts.

Gutierrez has been involved with the Pueblo Latino Chamber of Commerce for over 25 years, serving on the board of directors for multiple terms, and most recently serving as board chair in 2024.

A proud lifelong Puebloan, she earned her degree in mass communications from CSU Pueblo (formerly the University of Southern Colorado).

Fouts visits D.C. for conference, research initiatives [18]

NASA alum Klaus reflects on Challenger disaster[19]

Medtronic partners with CU campuses to develop future medical technology[20]

Inspired by Sundance, University of Colorado Boulder students learn how to put on film festivals[21]

Denver's historic neon signs are in danger. And these are the people trying to save them.[22]

Links
[1] https://connections.cu.edu/spotlights/cu-nonexempt-employees-will-see-payday-schedule-move-biweekly-fall-2026
[2] https://connections.cu.edu/stories/time-and-labor-go-live-date-moving-feb-28-2027[3] https://www.cu.edu/employee-services/time-labor/payday-schedule-change-nonexempt-employees[4] https://www.cu.edu/node/348021[5]
https://connections.cu.edu/stories/feedback-requested-newly-revised-consensual-amorous-relationships-policy[6]
https://www.cu.edu/ope/aps/5015[7] https://www.cu.edu/ope[8] https://www.cu.edu/ope/forms/feedback[9]
https://connections.cu.edu/stories/cu-boulder-s-150-year-history-comes-film[10]
https://connections.cu.edu/stories/jobpulse-tool-assess-regional-labor-market-demand-semiconductor-industry[11]
https://connections.cu.edu/stories/why-quantum-tech-could-be-colorado-s-next-big-break[12]
https://connections.cu.edu/stories/are-we-unintentionally-making-anxious-generation-more-anxious[13]
https://connections.cu.edu/stories/federal-update-fy26-appropriations-trio-lawsuit-more[14]
https://www.cu.edu/blog/government-relations/federal-government-update-12326[15] https://www.cu.edu/office-government-relations/federal-relations/federal-updates-and-actions[16] https://connections.cu.edu/people/gutierrez-named-regional-program-manager-southern-colorado[17] https://www.cu.edu/outreach[18]
https://connections.cu.edu/people/fouts-visits-dc-conference-research-initiatives[19]
https://connections.cu.edu/people/nasa-alum-klaus-reflects-challenger-disaster[20]
https://connections.cu.edu/itn/medtronic-partners-cu-campuses-develop-future-medical-technology[21]
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https://connections.cu.edu/itn/denver-s-historic-neon-signs-are-danger-and-these-are-people-trying-save-them