

## Lag Policies

### Salary Withholding Program:

- Includes CSEA, PEF, and MC employees ONLY
  - At the start of state service one day of pay (prorated) will be withheld for the first five paychecks.
  - Notated as “Salary Withholding Program” on your paystub
  - These days of pay are held and are paid back to you at the end of state service (paid at the rate you end service at)

### New York State Lag Policy:

- NYS pay is based on a lag, meaning you work for two weeks, and you aren't paid for those two weeks until two weeks later. Essentially this means if you ever leave state service, you will receive a paycheck two weeks after you've left.
- Exception pay: Includes everything outside of your regular obligated hours (Overtime, Extratime, Holiday Pay, etc.)
  - If you are eligible to receive exception pay, this is not paid until a pay period after you work it (Please refer to the most recent State Pay Period Schedule)

<https://www.upstate.edu/payroll/calendar.php>