



When an employee is hired into a regular position with Horry County Schools, the gross regular earnings per payroll is calculated using the following formula.

$$\begin{array}{rclcl}
 & \text{Number of Work Days} & & & \text{Annual Salary Due} \\
 \text{X} & \text{Daily Rate of Pay} & \text{then} & \div & \text{Remaining Pay Periods} \\
 \hline
 = & \text{Annual Salary Due} & & = & \text{Per Payroll Gross Regular Earnings}
 \end{array}$$

Example for 190 day employee that begins on the first day of the year, earning \$185.82 per day:

$$\begin{array}{rclcl}
 & 190 & & & \$35,305.80 \\
 \text{X} & \$185.82 & \text{then} & \div & \underline{24^*} \\
 \hline
 & \$35,305.80 & & & \$1,471.08 \text{ Gross regular earnings per payroll}
 \end{array}$$

If the same employee starts after the beginning of the year and only works 170 days, the regular earnings change as follows:

$$\begin{array}{rclcl}
 & 170 & & & \$31,589.40 \\
 \text{X} & \$185.82 & \text{then} & \div & \underline{22} \\
 \hline
 & \$31,589.40 & & & \$1,435.88 \text{ Gross regular earnings per payroll}
 \end{array}$$

The annual salary and remaining pay periods in the year are reduced due to the reduced number of work days.

If an employee's start date is after the regular start date for his/her pay group, he/she will receive a new-hire letter from their payroll account manager explaining the future compensation. In the event the pay is calculated differently from what is listed above, the changes will be detailed in the new-hire letter.

If you have questions regarding your rate of pay or credit for education and/or experience, please contact the Human Resources department at 843-488-6924.

*24 pay periods yields paychecks over the whole year to include summer months while you are not working. This also helps to consistently cover your benefit premiums.