

Monthly vs. Semi-Monthly Pay

A Side-by-Side Comparison for Faculty Members



Monthly vs. Semi-Monthly Pay: An Overview with Payslip Example

- This presentation provides an example of a faculty member's annualized salary of \$50,000 plus a \$1,000 per month supplemental payment to illustrate the differences between a monthly pay schedule and a semi-monthly pay schedule.
- The following slide provides a clear, side-by-side comparison to show how each pay structure impacts individual pay periods.
- **Note:** *This example is an estimate provided for illustrative purposes only. Small rounding differences (such as a few cents) may occur and do not reduce your overall earnings. Your total annual pay remains unchanged. Please note that payslip formats and presentation will be updated in the future.*

Payslip Comparison Summary

Category	Monthly	Semi-Monthly Pay Period 1	Semi-Monthly Pay Period 2
Pay Period	January 1-31	January 1-15	January 16-31
Gross Earnings <i>Salary + Supplemental pay</i>	\$5,166.66	\$2,583.33	\$2,583.33
Pretax Deductions	\$699.30	\$349.65	\$349.65
Employee Tax Deductions	\$834.24	\$417.12	\$417.12
Voluntary Deductions	\$279.70	\$139.85	\$139.85
Employer-Paid Benefits	\$1,525.64	\$762.82	\$762.82
Net Payment	\$3,353.24	\$1,676.62	\$1,676.62

The following slides show examples of a current monthly payslip alongside the corresponding semi-monthly payslips for the same time period.

Employee Name	Payroll Relationship Number	Payroll
Bruiser Bear	1000000000	Monthly
Person Number	Assignment Number	Salary Basis Name
1000000000	E1000000000	Annual Faculty
Hire Date	Job Title	Tax Reporting Unit Name
1-Aug-2013	Professor	Baylor University
Employee Address	Position	Tax Reporting Unit Address
700 S. University Parks Drive STE 200	Lecturer	One Bear Place #97042 Waco, TX 76798 US

Period Type	Period Start Date	Period End Date	Payment Date	Base Salary
Monthly Calendar	1-Jan-2026	30-Jan-2026	30-Jan-2026	50,000.00

Summary		
Description	Current	Year to Date
Gross Earnings	5166.66	5166.66
Pretax Deductions	699.30	699.30
Employee Tax Deductions	834.24	834.24
Voluntary Deductions	279.70	279.70
Net Payment	3353.24	3353.24

Earnings		
Description	Current	Year to Date
Additional Duties ICP	1,000.00	1,000.00
Regular Pay	4166.66	4166.66

Pretax Deductions		
Description	Current	Year to Date
Accidental Death and Dismemberment Voluntary Ins	3.38	3.38
Dental Insurance	79.05	79.05
Flex Unreimbursed Medical	33.33	33.33
Medical Insurance	57.72	57.72
Retirement Plan 403b	500.00	500.00
Vision	25.82	25.82

Tax Deductions		
Description	Current	Year to Date
FIT Withheld	454.23	454.23
Social Security Employee Withheld	307.98	307.98
Medicare Employee Withheld	72.03	72.03

Other Deductions		
Description	Current	Year to Date
Voluntary Dependent Life Spouse	21.25	21.25
Voluntary Term Life	54.48	54.48
Accident	22.50	22.50
Critical Illness	39.31	39.31
Critical Illness Spouse	38.16	38.16
Hospital Indemnity	35.32	35.32

Identity Theft	21.48	21.48
Pre-paid Legal	18.84	18.84
ShortTerm Disability	28.36	28.36

Employer Payments		
Balance Name	Current	Year to Date
Basic Accidental Death and Dismemberment	1.50	1.50
Baylor Retirement Plan Employer	558.00	558.00
Dental Insurance Employer	34.52	34.52
Dependent Life	0.49	0.49
Life Insurance	7.50	7.50
Long Term Disability	14.25	14.25
Medical Insurance Employer	967.64	967.64

Employer Taxes		
Balance Name	Current	Year to Date
Medicare Employer Liability	72.03	72.03
Social Security Employer Liability	307.98	307.98

Net Pay Distribution					
Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
				USD	3353.24

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
FEDERAL	Single		100.00
TX			0.00

Employee Name	Payroll Relationship Number	Payroll
Bruiser Bear	1000000000	Semi-Monthly
Person Number	Assignment Number	Salary Basis Name
1000000000	E1000000000	Annual Faculty
Hire Date	Job Title	Tax Reporting Unit Name
1-Aug-2013	Professor	Baylor University
Employee Address	Position	Tax Reporting Unit Address
700 S. University Parks Drive STE 200	Lecturer	One Bear Place #97042 Waco, TX 76798 US

Period Type	Period Start Date	Period End Date	Payment Date	Base Salary
Semi-Monthly Calendar	1-Jan-2026	15-Jan-2026	15-Jan-2026	50,000.00

Summary		
Description	Current	Year to Date
Gross Earnings	2,583.33	2,583.33
Pretax Deductions	349.65	349.65
Employee Tax Deductions	417.12	417.12
Voluntary Deductions	139.85	139.85
Net Payment	1,676.62	1,676.62

Earnings		
Description	Current	Year to Date
Additional Duties ICP	500.00	500.00
Regular Pay	2,083.33	2,083.33

Pretax Deductions		
Description	Current	Year to Date
Accidental Death and Dismemberment Voluntary Ins	1.69	1.69
Dental Insurance	39.53	39.53
Flex Unreimbursed Medical	16.67	16.67
Medical Insurance	28.85	28.85
Retirement Plan 403b	250.00	250.00
Vision	12.91	12.91

Tax Deductions		
Description	Current	Year to Date
FIT Withheld	227.21	227.21
Social Security Employee Withheld	153.99	153.99
Medicare Employee Withheld	36.01	36.01

Other Deductions		
Description	Current	Year to Date
Voluntary Dependent Life Spouse	10.63	10.63
Voluntary Term Life	27.24	27.24
Accident	11.24	11.24
Critical Illness	19.66	19.66
Critical Illness Spouse	19.08	19.08
Hospital Indemnity	17.66	17.66

Identity Theft	10.74	10.74
Pre-paid Legal	9.42	9.42
ShortTerm Disability	14.18	14.18

Employer Payments		
Balance Name	Current	Year to Date
Basic Accidental Death and Dismemberment	0.75	0.75
Baylor Retirement Plan Employer	279.00	279.00
Dental Insurance Employer	17.26	17.26
Dependent Life	0.25	0.25
Life Insurance	3.75	3.75
Long Term Disability	7.13	7.13
Medical Insurance Employer	483.82	483.82

Employer Taxes		
Balance Name	Current	Year to Date
Medicare Employer Liability	36.01	36.01
Social Security Employer Liability	153.99	153.99

Net Pay Distribution					
Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
				USD	1,676.62

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
FEDERAL	Single		50.00
TX			0.00

Employee Name	Payroll Relationship Number	Payroll
Bruiser Bear	1000000000	Semi-Monthly
Person Number	Assignment Number	Salary Basis Name
1000000000	E1000000000	Annual Faculty
Hire Date	Job Title	Tax Reporting Unit Name
1-Aug-2013	Professor	Baylor University
Employee Address	Position	Tax Reporting Unit Address
700 S. University Parks Drive STE 200	Lecturer	One Bear Place #97042 Waco, TX 76798 US

Period Type	Period Start Date	Period End Date	Payment Date	Base Salary
Semi-Monthly Calendar	15-Jan-2026	31-Jan-2026	30-Jan-2026	50,000.00

Summary		
Description	Current	Year to Date
Gross Earnings	2,583.33	5,166.67
Pretax Deductions	349.65	699.30
Employee Tax Deductions	417.12	882.43
Voluntary Deductions	139.85	279.67
Net Payment	1,676.62	3,353.30

Earnings		
Description	Current	Year to Date
Additional Duties ICP	500.00	1,000.00
Regular Pay	2,083.33	4,166.67

Pretax Deductions		
Description	Current	Year to Date
Accidental Death and Dismemberment Voluntary Ins	1.69	3.38
Dental Insurance	39.53	79.05
Flex Unreimbursed Medical	16.67	33.33
Medical Insurance	28.85	57.69
Retirement Plan 403b	250.00	500.00
Vision	12.91	25.82

Tax Deductions		
Description	Current	Year to Date
FIT Withheld	227.21	502.42
Social Security Employee Withheld	153.99	307.98
Medicare Employee Withheld	36.01	72.03

Other Deductions		
Description	Current	Year to Date
Voluntary Dependent Life Spouse	10.63	21.25
Voluntary Term Life	27.24	54.48
Accident	11.24	22.47
Critical Illness	19.66	39.31
Critical Illness Spouse	19.08	38.16
Hospital Indemnity	17.66	35.32

Identity Theft	10.74	21.48
Pre-paid Legal	9.42	18.84
ShortTerm Disability	14.18	28.36

Employer Payments		
Balance Name	Current	Year to Date
Basic Accidental Death and Dismemberment	0.75	1.50
Baylor Retirement Plan Employer	279.00	558.00
Dental Insurance Employer	17.26	34.52
Dependent Life	0.25	0.49
Life Insurance	3.75	7.50
Long Term Disability	7.13	14.25
Medical Insurance Employer	483.82	967.64

Employer Taxes		
Balance Name	Current	Year to Date
Medicare Employer Liability	36.01	72.03
Social Security Employer Liability	153.99	307.98

Net Pay Distribution					
Check/Deposit Number	Bank Name	Branch Name	Account Number	Currency	Payment Amount
				USD	1,676.62

Tax Withholding Information			
Type	Marital Status	Exemptions	Additional Amount
FEDERAL	Single		50.00
TX			0.00