University of Alabama
Implementation of a Payroll Debit Card

Background

The University of Alabama's Payroll Department attended a payroll debit card webinar with a goal of gaining a general understanding of how payroll debit cards work and to explore options for implementing a payroll debit card at UA. After attending the webinar and conducting additional research, it was clear that most vendors imposed numerous fees, some of which were punitive in nature. In an effort to avoid as many fees as possible, UA decided to meet with Compass Bank, a bank with which UA already has a relationship with, to see if it could meet UA's payroll debit card needs without the fees other vendors charge. Compass presented UA a payroll debit card service that did not have as many fees as other vendors had and a decision was made to use Compass's service.

Implementation

In order to publicize and communicate the project to University stakeholders, an article was published in the UA Dialog. See attached document "UA Dialog article introducing the UA debit card" and an "Image of the UA debit card".

The payroll debit card implementation began in spring 2013 with a target of a phased rollout beginning August 2013. The phased rollout planned for issuing the payroll debit cards was to all new employees who did not provide their personal bank information for direct deposit at the time of employment, and beginning in September 2013, reaching out to current employees who are not set up for direct deposit and offering the debit card service as an option for receiving pay.