

## TEMPORARY SALARY REDUCTION

### Frequently Asked Questions

Dr. David K. Wilson, President of Morgan State University, informed the campus community of the devastating financial effects of the COVID-19 pandemic on the University's budget on September 17, 2020. To address the budget deficit, the University has made the difficult decision to include the elimination of certain contractual positions, institute a hiring freeze of vacant positions, and institute a temporary salary reduction. The following questions and answers are related to the Temporary Salary Reduction.

1. How do I know if my salary will be impacted by the Temporary Salary Reduction?

***Only those employees whose salary is \$70,000 or more will be impacted by the Temporary Salary Reduction.***

2. How do I know how much of my salary will be reduced?

***The amount of the salary reduction is determined by the percentage as indicated by the following tiers:***

<b><i>\$325,000 &amp; Up</i></b>	<b><i>5%</i></b>
<b><i>\$150,000 - \$324,999</i></b>	<b><i>4%</i></b>
<b><i>\$100,000 - \$149,999</i></b>	<b><i>3%</i></b>
<b><i>\$70,000 - \$99,999</i></b>	<b><i>2%</i></b>
<b><i>\$0 - \$69,999</i></b>	<b><i>0%</i></b>

3. When will the temporary salary reduction begin?

***The salary reduction is scheduled to begin on the pay period ending October 20, 2020 which will be the paycheck of October 28, 2020.***

4. How is the amount to be deducted calculated?

***If your salary is \$248,900, 4% of \$248,900 equals \$9,956. The \$9,956 is divided by 17 pay periods to equal deductions of \$585.65 per pay period.***

***If your salary is \$100,000, 3% of \$100,000 equals \$3,000. The \$3,000 is divided by 17 pay periods to equal deductions of \$176.47 per pay period.***

***If your salary is \$74,980, 2% of \$74,980 equals \$1,499.60. The \$1,499.60 is divided by 17 pay periods to equal deductions of \$88.21.***

5. Who can I contact if I am unsure of my current annual salary?

***If you need to know your current annual salary, please contact Armada W. Grant, Associate Vice President for Human Resources at [armada.grant@morgan.edu](mailto:armada.grant@morgan.edu).***

6. How many pays will be impacted by the Temporary Salary Reduction?

***Your paychecks will be reduced for 17 pay periods. The last paycheck impacted by the Temporary Salary Reduction will be the paycheck received on June 9, 2021.***

7. Will there be a special line on my paystub to identify the Temporary Salary Reduction?

***No, there will not be a special line item on your paystub to indicate the amount being deducted for the Temporary Salary Reduction. However, the regular bi-weekly amount will be on your pay stub and the new lower gross pay will reflect the reduced bi-weekly amount.***

8. How can I get a copy of my pay stubs?

***Employees who have signed up for the Payroll Online Service Center (POSC) are able to see their pay stubs online. An employee can also obtain copies of their W2's and other information as well.***

9. How can I sign up for POSC if not currently enrolled?

***First, you would go to the POSC website: <https://interactive.marylandtaxes.gov>. Click on Sign Up. You will need the University's Agency Code which is 36.13.00 plus a check advisory number. You can get a check advisory number from the Payroll Office. The Payroll Office may be reached at [Payroll@morgan.edu](mailto:Payroll@morgan.edu)***

10. Will this Temporary Salary Reduction continue next fiscal year?

***We do not know that at this time. This will depend on the continuous impact of COVID-19.***

11. Will the Temporary Salary Reduction have an impact on my retirement?

***No. There will be no impact on your retirement benefits.***

12. Will the retirement deductions for those in the Maryland State System change?

***No. The deductions for retirement will remain the same.***

13. Will all of my deductions remain the same?

***Yes, all deductions will remain the same with the exception of your federal, state and FICA taxes, which are based on the amount paid. Hence, the taxes could possibly be reduced.***

14. If I am paid from a federal grant that prohibits a salary reduction, will my salary be reduced?

***Employees paid with federal grant funds, that prohibit a reduction in salary, will not be impacted by the Temporary Salary Reduction.***

15. If I have questions regarding the Temporary Salary Reduction, who should I contact?

***Questions regarding the Temporary Salary Reduction may be directed to Armada W. Grant, Associate Vice President for Human Resources at [armada.grant@morgan.edu](mailto:armada.grant@morgan.edu) or Sophia Jacobs, Payroll Manager at [sophia.jacobs@morgan.edu](mailto:sophia.jacobs@morgan.edu).***