



Office of Human Resources

TO: All Morgan State University Employees
FROM: Armada W. Grant, Associate Vice President, Human Resources
RE: Temporary Salary Reduction Implementation

Dr. David K. Wilson indicated in his communication to the Morgan State University community on October 7, 2020 that the University has finalized its cost containment plan to right-size our projected operating budget deficit resulting from the pandemic.

As Dr. Wilson advised, the University will implement a temporary salary reduction and eliminate certain contractual positions as a part of the cost containment plan. The temporary salary reduction will affect only those employees whose annual salaries are \$70,000 or more. Employees whose annual salaries are under \$70,000 will not experience a salary reduction. Additionally, any employees on an H1B Visa or those on federal grants that prohibit a salary reduction are excluded from the temporary salary reduction.

The University has developed the following tier system to determine the percentage of the temporary salary reductions by annual salary:

\$325,000 and above	5%
\$150,000 to \$324,999	4%
\$100,000 to \$149,999	3%
\$70,000 to \$99,999	2%
\$0 to \$69,999	0%

The amount of the temporary salary reduction will be spread over 17 pay periods, beginning with the October 28, 2020 paycheck, and ending on the June 9, 2021 paycheck. Employees who are not certain of their annual salaries may contact the Office of Human Resources at OHR@morgan.edu or email me, armada.grant@morgan.edu.

A list of frequently asked questions (FAQs) will be posted on the HR website. Click here to access. However, employees who have questions that have not been addressed by this memo or the FAQs should contact me at armada.grant@morgan.edu.

Thank you for your understanding and support during these very difficult times.

AWG