

**Fall 2024 One-Time Employee Payment  
Questions and Answers  
October 2024**

Per the President's message on Thursday (Oct. 3) regarding the one-time payments, please note the following:

The one-time payment totals are as follows:

- a. \$3,500 to TOP members
- b. \$3,000 to AP, AFSCME, NMUFA members, and non-reps making <\$100,000/yr.
- c. \$300 to reflect our appreciation of, and the unique role of, our grad assistants

Eligible employees must be employed on the date the payments were approved by the Board (Oct. 3, 2024) and on payroll when processed to be eligible to receive the payments.

Employees hired after October 3, 2024 are not eligible for any portion of the payment.

Employees who are less than 1.0 FTE will receive a one-time payment based on their current FTE. For example, employees who are .75 FTE will receive a payment equivalent to 75% of the one-time payment figure. All applicable taxes and withholdings apply.

Payments will be made this fall, with the specific structure and timing to be determined.

**Which employees are not eligible?**

Temporary employees, casual labor, adjuncts, as well as AAUP faculty, contingent faculty, academic department heads (as they received salary increases resulting from the AAUP MOU), police officers (whose salaries were increased with the recent negotiations with the newly formed Police Officers Association of Michigan - POAM union ), and non-represented employees making \$100,000 or greater.

**Is this payment tied to the rate of inflation?**

This payment is being made under our commitment to supporting our people and the amount is NOT tied to inflation or cost of living increases.

**Will this payment continue in coming years?**

No. This is a one-time payment.