

To: Montgomery College Community
From: Dr. DeRionne P. Pollard, President
Subject: **One-Time Lump-Sum Award for Employees**
Date: June 22, 2021

While this has been a very challenging year from many vantage points, the College community has certainly come together and remained focused on serving our students. I offer my sincere appreciation to each and every one of you for your sacrifice, hard work, and dedication over the past year. These were significant factors in the College's ability to maintain continuity of our operations.

Although salary increases have not been awarded for FY22, the Board of Trustees wants to recognize Montgomery College employees for their continued dedication to providing excellent service to our students and our community. At its June 21 meeting, the Board of Trustees unanimously approved a resolution to provide all College employees a one-time, lump-sum award. This is not only in recognition of our regular benefits-eligible employees, but also our part-time faculty, casual temporary employees, and student aides who have been significantly impacted in the loss of assignments as well as our long-standing contingent workers who have recurring semester or seasonal assignments.

As a one-time, lump-sum payment, this award is not applied to the individual base salaries of our employees, nor does it elevate our compensation budget for FY22. Regular part-time, part-time, and WDCE faculty who have had an assignment in FY21 and all other employees who are active on the College's payroll as of the board's action on June 21 are eligible for this award.

The board action approved the following, based upon a financial equity model:

- A one-time, lump-sum award to all payroll active benefits-eligible employees as follows:
 1. \$1,400 award to all active, benefits-eligible employees whose annual salaries are under \$75,000
 2. \$1,200 award to all active, benefits-eligible employees whose annual salaries are between \$75,000 and \$99,999
 3. \$1,000 award to all active, benefits-eligible employees whose annual salaries are \$100,000 or greater
- A one time, lump-sum award of \$750 to all regular part-time and part-time faculty who have had an assignment in FY21
- A one time, lump-sum award of \$750 to all WDCE faculty who have had an assignment in FY21
- A one-time, lump-sum award of \$750 to all payroll active, casual temporary employees
- A one time, lump-sum award of \$750 to all payroll active student aid and work study students

These one-time, lump-sum awards will be included in paychecks scheduled for July 2, 2021.

Thank you again for your continued hard work and dedication, especially as we move forward to returning to campus and onsite operations.