

## **M2025.2.25: Motion to Distribute Total Annual Healthcare Premiums Evenly Over Ten Months**

### **Originator: Executive Committee**

Whereas,

In December 2024, the University of Memphis emailed all nine-month faculty to inform them that, beginning in August 2025, the university will no longer defer salary for nine-month academic year faculty.

Whereas,

The University of Memphis will no longer defer a portion of the academic year's faculty salary, which used to be disbursed as a paycheck in June and July.

Whereas,

Beginning in 2026, The University of Memphis will collect the "missed" benefits payments from June and July from the August and September paychecks in addition to that month's premium.

Whereas,

Taking double premiums out for two months will create an unprecedented and unacceptable financial burden for many faculty and staff at the University of Memphis.

Be It Resolved,

The University of Memphis will spread the cost of all premiums evenly across the 10 paychecks for all nine-month employees, adjusting the deduction amount in January to reflect any changes in the rate.

### **Recipients:**

Bill Hardgrave, President

David J. Russomanno, Provost and Executive Vice President for Academic Affairs

Rene Bustamante, Chief Operating and Financial and Executive Vice President

Maria Alam, Chief Human Resources Officer