



# Office of Human Resources

## Transportation and Groceries Economic Relief Payment Summer 2022 Frequently Asked Questions

### **What is the economic relief payment?**

UTA recognizes that the current economic climate and rising costs of living have caused stress and difficulties for many employees. Enabled by the availability of one-time funds, UTA is distributing a one-time economic relief payment to eligible employees in the hopes of relieving some financial stress.

### **Who is eligible to receive the economic relief payment?**

Full-time, benefits-eligible employees (faculty and staff) hired before May 1, 2022, with annual base pay of \$80,000 or less per year.

Student employees, adjunct faculty, and non-full-time, regularly scheduled employees are not eligible for the economic relief payment.

### **How was eligibility determined?**

The majority of full-time employees are at or below \$80,000 for annual base pay. Keeping in mind the limited funds available for this economic relief effort and UTA's desire to benefit as many UTA faculty and staff as possible, \$80,000 was determined as the threshold with most benefits.

### **How much will I receive in my economic relief payment?**

The one-time payment will be \$350 (net).

### **When will I receive my economic relief payment?**

UTA plans to distribute the payment in late August 2022.

### **Will the payment be received as part of one of my paychecks?**

No. The payment will be distributed separately from August paychecks as a one-time special payroll date.

### **What do I need to do to receive this payment?**

No action is required of eligible employees to receive the payment. The payment will automatically be distributed.

### **Is this a recurring or ongoing payment?**

Due to limited, one-time funds available to support this effort, this will be a one-time payment only.

**Why did I not receive the economic relief payment?**

Please check with your manager to confirm your personal eligibility according to the criteria listed above. If you still have questions about eligibility, contact the Office of Human Resources Service Center at [askhr@uta.edu](mailto:askhr@uta.edu) or 817-272-5554.

**Were forthcoming merit increases factored into determining salary-related eligibility?**

No. While merit pay increases take effect Sept. 1, 2022, for eligible employees, the merit pay increases and the economic relief payment are determined separately and calculated based on UTA employees' base pay as of July 10, 2022.

**I recently received a salary increase that pushed my salary above the \$80,000 threshold. Am I still eligible for the economic relief payment?**

Eligibility for the economic relief payment is based on employees' annual base pay as of July 10, 2022. If your annual base pay was \$80,000 or less on July 10, you are eligible. If your salary increase took effect before July 10, you are not eligible. Please contact [askhr@uta.edu](mailto:askhr@uta.edu) with questions.

**Is the economic relief payment taxable?**

Yes. The one-time payment is considered taxable income. The gross payment will be \$497.51 and come to \$350 net after taxes.

**If an eligible employee is on a Leave of Absence, will they still receive the economic relief payment? If so, when?**

Yes. Eligible faculty and staff on approved paid leaves of absence will receive the payment at the same time it is paid to other eligible employees, late August 2022. Employees on unpaid leave are not eligible.

**If an eligible employee has two or more jobs at UTA, how is their annual base pay calculated?**

For faculty and staff with more than one job at UTA, the FTE amounts will be added together to determine if they equal full-time employment, then the total combined base pay will be used to calculate the annual salary for economic relief eligibility purposes.

**Whom do I contact with additional questions about the economic relief payment?**

For questions regarding eligibility, please contact the Office of Human Resources Service Center at [askhr@uta.edu](mailto:askhr@uta.edu) or 817-272-5554.

For questions regarding receipt of the payment, please contact Payroll Services at [payroll@uta.edu](mailto:payroll@uta.edu) or 817-272-5426.