

The University of Mississippi

## **Withholding of Pay**

**Summary/Purpose:** The justification of the University withholding an employee's pay is given.

The University is authorized to withhold, from an employee's pay, deductions required by federal and state law which included, but are not limited to, federal and state income tax withholding, Social Security tax, Medicare tax, garnishments, levies, and court ordered child support. Pre- or post-tax deductions for mandatory state retirement contributions, insurance plan premiums, voluntary supplemental retirement plan contributions, and other employee authorized deductions will be processed in accordance with payroll policies and procedures.

In accordance with wage and hour provisions of the Fair Labor Standards Act of 1938, the University will withhold from the employee's final paycheck and/or lump sum leave payment the cost of uniforms not returned upon separation of service.