

## Questions & Answers

### Campus Financial Responsibility Town Hall, Dec. 5, 2020

#### **Will there be a pre-retirement program?**

Yes, we will offer a [Voluntary Separation Program](#) (VSP) for specific categories of policy-covered career staff. Details will be shared soon with the campus community. VSP is not available for academic personnel.

#### **Will employees continue to receive an annual salary merit?**

Annual salary merits for staff are reviewed and considered for approval systemwide directly by the Office of the President near the end of each fiscal year; merit pay funding was not approved by UCOP FY19-20; we do not yet know if merit funding will be provided in FY20-21.

The academic personnel merit/promotion review process will continue. We do not yet know if funding will be provided for a July 1, 2021, range adjustment.

For represented staff and academic personnel, any modifications to contractual salary increases are subject to bargaining.

#### **UCLA's holiday curtailment will be Dec. 19-Jan. 4, yet ours seems shorter than previous years. Why?**

The number of winter break curtailment days at each UC campus is pre-approved by UCOP. UC Merced is in alignment with several campuses that have three curtailment days over the winter break. Since our local salary/time reduction program will not begin until February, staff may use vacation leave balances to cover the three curtailment days over winter break.

#### **At another institution, we were asked to also take extra vacation days to reduce vacation accrued on the financial statement. Will our employees be asked to do the same or cash out days for tax savings?**

No, UC Merced employees will not be asked to take additional vacation days to reduce vacation leave balances.

#### **Is unused vacation time part of the projected deficit?**

No, unused vacation time is not included in our financial deficit.

#### **For people in Temporary Total Disability, will they get a reduction on their sick leave monthly usage?**

Sick leave accrual balances and usages will be unaffected in this program.

#### **Will employees be asked to take or cash out vacation days to reduce unused days on the books?**

No, UC Merced employees will not be asked to take additional vacation days to reduce vacation leave balances. Unused vacation time is not included in our financial deficit.

For academic-year professors, the program would be implemented as an equivalent reduction in salary (based on the salary tiers established under the program) but would not result in additional paid or unpaid time off. For all academic appointees, the salary reduction will be applied to the scale-based salary, any off-scale, and above scale salaries.

**If staff are being asked to hold vacancies for a longer period, but current staff is taking additional roles and responsibilities, will stipends be provided to current staff?**

Faculty do not receive stipends for additional duties as staff employees do. Faculty stipends were not frozen as they are assigned only for administrative appointment to specific titles (e.g., department chairs).

**Those who are represented received a pay increase due to their contract whereas others did not receive an increase. How is that addressed?**

For represented staff and academic personnel, any modification to contractual salary increases is subject to bargaining.

**For faculty with nine-month appointments, do these time/salary saving models consider month salary or they also include their summer salary?**

Summer salary does not affect the salary band. Any salary reduction will be applied to the academic-year scaled-based salary, any off-scale, or any above scale salaries.

Summer salary limits for 2021 will be based on the academic appointee's annual salary rate. The temporary salary reduction to the academic-year salary does not change the annual salary rate upon which summer salary limits are determined.

**When you say merit raises are paused, does that include raises for faculty moving up rank/step?**

For academic-year professors, the program would be implemented as an equivalent reduction in salary (based on the salary tiers established under the program) but would not result in additional paid or unpaid time off. For all academic appointees, the salary reduction will be applied to the scale-based salary, any off-scale, and above scale salaries.

The academic personnel merit/promotion review process will continue uninterrupted. We do not yet know if funding will be provided for a July 1, 2021 range adjustment

**If we are permitted to offset our reduced pay with grants, this will push forward indirect cost capture to the university? Has your model considered the increase in revenues from filling gaps with salary?**

This is still under consideration for system-wide implementation.