

Summary of Responses from Policy-Covered Campus Staff Regarding Salary Reduction Options
Responses received through June 25, 2009: 210

Recurring Comments / Suggestions / Questions SUBJECT	Number of Responses¹
Graduated scales / application inequities Several salary scales have been offered by staff as alternatives to the \$46,000 threshold amount.	41
UCRP contributions, benefits and leave accruals Essential that these benefits be preserved; should follow the guidelines of the START program.	43
Furloughs Selected comments: Will save money on transportation and child care and allow time to seek supplemental income; University should be closed on all furlough days; staff coverage will be difficult to schedule on furlough days; problem that monthly salary will vary.	42
Impact of START Will START participants be protected from further reductions?	22
Hardship exemptions Should be available to staff; some staff will be unable to meet basic living expenses; reductions should be available when married employees both work for the University.	9
Reinstatement of salaries, recovery of reductions Will employees be returned to their original salaries?	11
Feedback regarding University management Mismanagement of funds; lack of communications; lack of investigation of unnecessary expenses.	7
Inequities among groups Non-represented vs. represented staff, faculty vs. staff.	6
VSIP (VSO) Will participants be exempted from these reductions? Will the program be extended?	5
Contract and grant-funded positions Should be exempted, as they result in income for the University.	3

Represented employees who wish to comment on these proposals must submit their comments directly to their respective union.

The solicitation of these comments will not abrogate any University obligation under HEERA.

¹ Approximate number of responses expressing the same concerns/opinions.

FREQUENTLY ASKED QUESTIONS

Below are questions commonly asked by UCI staff. (The answers to some of these questions are posted on At Your Service (http://atyourservice.ucop.edu/news/general/0906-furlough_faq.pdf)).

1. Will UCRP contributions, and benefits and leave accruals be preserved?
2. How will START participants be affected?
3. Will salaries be reinstated to original levels at the end of the reduction period?
4. Will hardship exemptions be available?
5. Will VSIP (VSO) participants be exempted?
6. Do employees receive the 4% or 8% salary reduction plus the furlough days?
7. How will furloughs affect exempt employees?
8. Will the salaries for employment contract and grant-funded positions be reduced?
9. How will “earnings” be calculated? Will it be by actual earnings or the annual full-time salary rate?
10. If a person earned over \$46,000, would the 8% reduction apply only to the amount earned above \$46,000?
11. Will the vacation pay-out for separating employees be reduced by 4- 8%?
12. Will severance calculations reflect these recent salary reductions?
13. Will consideration be given to the implementation of a different graduated salary cut-offs?