

Employee Furlough-Based Salary Program

Furlough-Based Salary Reduction and Personal Flex Time Days for Fiscal Year Employees

Important Dates:

2/21/2021: Pay reductions end for fiscal employees and academic employees paid over 12 month (9pay12)

5/23/21: Last day to take Personal Flex days for academic employees

6/30/21: Last day to take Personal Flex days for fiscal employees

Based on 2080 hrs (FY)

Gross Annualized Pay	Personal Flex Time Days	% Furlough- Based Salary Reduction (Per Pay Period)
\$44,500 -\$44,999.99	7.50	5.38%
\$45,000 -\$45,499.99	8.00	5.77%
\$45,500 -\$45,999.99	8.50	6.15%
\$46,000 -\$46,499.99	9.00	6.54%
\$46,500 -\$46,999.99	9.75	6.92%
\$47,000 -\$47,499.99	10.25	7.31%
\$47,500 -\$47,999.99	10.75	7.69%
\$48,000 -\$48,499.99	11.25	8.08%
\$48,500 -\$48,999.99	11.75	8.46%
\$49,000 -\$49,499.99	12.25	8.85%
\$49,500 -\$49,999.99	12.75	9.23%
\$50,000 -\$50,499.99	13.50	9.62%
\$50,500 -\$75,000.99	14.00	10.00%
\$75,001 -\$75,499.99	14.50	10.38%
\$75,500 -\$75,999.99	15.00	10.77%
\$76,000 -\$76,499.99	15.50	11.15%
\$76,500 -\$76,999.99	16.00	11.54%
\$77,000 -\$77,499.99	16.75	11.92%
\$77,500 -\$77,999.99	17.25	12.31%
\$78,000 -\$78,499.99	17.75	12.69%
\$78,500 -\$78,999.99	18.25	13.08%
\$79,000 -\$79,499.99	18.75	13.46%
\$79,500 -\$79,999.99	19.25	13.85%
\$80,000 -\$80,499.99	19.75	14.23%
\$80,500 -\$80,999.99	20.50	14.62%
\$81,000 -\$150,000.99	21.00	15.00%
\$150,001 -\$150,499.99	21.00	15.38%
\$150,500 -\$150,999.99	21.00	15.77%
\$151,000 -\$151,499.99	21.00	16.15%
\$151,500 -\$151,999.99	21.00	16.54%
\$152,000 -\$152,499.99	21.00	16.92%
\$152,500 -\$199,999.99	21.00	17.02%
\$200,000 -\$200,499.99	21.00	17.31%
\$200,500 -\$200,999.99	21.00	17.69%
\$201,000 -\$201,499.99	21.00	18.08%
\$201,500 -\$201,999.99	21.00	18.46%
\$202,000 -\$202,499.99	21.00	18.85%
\$202,500 -\$202,999.99	21.00	19.23%
\$203,000 -\$203,499.99	21.00	19.62%
\$203,500+ ***	21.00	20.00%

Furlough-Based Salary Reduction and Personal Flex Time Days for Academic Employees

Important Dates:

1/12/2020: Pay reductions end for academic employees paid over 9 months

5/23/21: Last day to take Personal Flex days for academic employees

Based on 1600 hrs (AY)

Gross Annualized Pay	Personal Flex Time Days	% Furlough- Based Salary Reduction (Per Pay Period)
\$44,500 -\$44,999.99	5.75	5.38%
\$45,000 -\$45,499.99	6.25	5.77%
\$45,500 -\$45,999.99	6.50	6.15%
\$46,000 -\$46,499.99	7.00	6.54%
\$46,500 -\$46,999.99	7.50	6.92%
\$47,000 -\$47,499.99	7.75	7.31%
\$47,500 -\$47,999.99	8.25	7.69%
\$48,000 -\$48,499.99	8.75	8.08%
\$48,500 -\$48,999.99	9.00	8.46%
\$49,000 -\$49,499.99	9.50	8.85%
\$49,500 -\$49,999.99	10.00	9.23%
\$50,000 -\$50,499.99	10.25	9.62%
\$50,500 -\$75,000.99	10.75	10.00%
\$75,001 -\$75,499.99	11.00	10.38%
\$75,500 -\$75,999.99	11.50	10.77%
\$76,000 -\$76,499.99	12.00	11.15%
\$76,500 -\$76,999.99	12.25	11.54%
\$77,000 -\$77,499.99	12.75	11.92%
\$77,500 -\$77,999.99	13.25	12.31%
\$78,000 -\$78,499.99	13.50	12.69%
\$78,500 -\$78,999.99	14.00	13.08%
\$79,000 -\$79,499.99	14.50	13.46%
\$79,500 -\$79,999.99	14.75	13.85%
\$80,000 -\$80,499.99	15.25	14.23%
\$80,500 -\$80,999.99	15.75	14.62%
\$81,000 -\$150,000.99	16.00	15.00%
\$150,001 -\$150,499.99	16.00	15.38%
\$150,500 -\$150,999.99	16.00	15.77%
\$151,000 -\$151,499.99	16.00	16.15%
\$151,500 -\$151,999.99	16.00	16.54%
\$152,000 -\$152,499.99	16.00	16.92%
\$152,500 -\$199,999.99	16.00	17.02%
\$200,000 -\$200,499.99	16.00	17.31%
\$200,500 -\$200,999.99	16.00	17.69%
\$201,000 -\$201,499.99	16.00	18.08%
\$201,500 -\$201,999.99	16.00	18.46%
\$202,000 -\$202,499.99	16.00	18.85%
\$202,500 -\$202,999.99	16.00	19.23%
\$203,000 -\$203,499.99	16.00	19.62%
\$203,500+ ***	16.00	20.00%

* Personal flex days for Fiscal and Academic year employees were prorated after program participation was decreased

** While the number of personal flex time days may differ between Fiscal and Academic employees of equivalent pay, the effect to the total pay of both types is equal.

*** Non-academic administrators and coaches earning \$300,000 or more will continue to have 20% furlough-based salary reduction but will not be provided any personal flex time days

**** Employees who have time funded by sponsored awards will continue to be subject to the original furlough program, and the impact will be proportional to the FTE (hours) distributed to non-sponsored accounts, as well as appointment type (academic or fiscal)