

Subject: Changes to Salary Reduction Plan

Date: Tuesday, May 19, 2020 at 7:59:28 AM Central Daylight Time

From: UMKC Announcements

To: UMKC-MCOM-UMKC Staff (all staff, including UMKC Foundation), UMKC-MCOM-UMKC Faculty (fac, regardless of rank or status)



May 19, 2020

Dear UMKC colleagues:

Thanks, everyone, for all your hard work to bring us to the successful conclusion of a semester full of unexpected challenges. Needless to say, this was not an easy task but the UMKC community got it done displaying true grit.

We are still working through plans to deal with the significant negative financial impact of the pandemic. On May 4, we wrote to you about an across-the-board temporary salary reduction plan for the upcoming fiscal year effective July 1, 2020, for those making \$50,000 or more that would be a significant first step in meeting those challenges.

As we stated previously, the reduction will be planned for all of FY21, but activated for only three months at this time, giving us time to determine more strategic solutions. Final decisions regarding renewal for the remaining quarters will be made at a later time.

After further conversations with staff and faculty, we have decided to fine-tune the plan to give further relief to those earning the least. In addition, there will be a graded approach to handle salaries near the transition of each reduction range so that after the reduction no one makes less than those in the salary brackets below them.

- Employees who have an annual salary between \$50,000 and \$74,999 will have a 5% pay reduction, instead of the 7.5% announced earlier; in addition, no salary reduction will go below \$50,000 for this group.

- Employees who have an annual salary between \$75,000 and \$99,999 will have a 7.5% pay reduction as announced previously; however, no reduction will go below \$71,250 for this group

- Employees who have an annual salary of \$100,000 and above will have a 10% pay reduction as announced earlier; however, no reduction will go below \$92,500 for this group

There will be no change for employees making less than \$50,000 per year, including student employees, GTAs/GRAs and medical residents. They are exempt from this plan.

I am also pleased to announce that full-time administrative staff earning more than \$150,000 have voluntarily agreed to take additional reductions over the 10% maximum laid out in [HR 710](#). Those earning in the range \$150,000 to \$199,999 will now take a total reduction of 12.5% and those earning \$200,000 or more will take a reduction of 15% starting July 1, 2020. This is in addition to the reductions they have already voluntarily taken for the months of May and June.

We thank these administrative staff for their willingness to help, and encourage others earning more than \$150,000 to consider doing the same.

Additional background on the pay reductions can be found in this [FAQ](#).

Also, please keep in mind that this plan is a first step toward balancing our FY21 budget. Individual academic and administrative units will need to make additional difficult decisions to reach their budget targets.

We understand that these necessary temporary pay reductions are painful, and we appreciate the hard work and collaborative attitude that our community is bringing to this task.

Sincerely,

C. Mauli Agrawal, Ph.D.
Chancellor

Jenny Lundgren, Ph.D.
Provost

Sharon Lindenbaum
Vice Chancellor of Finance and Administration