

SALISBURY UNIVERSITY FURLOUGH AND TEMPORARY PAY REDUCTION PLAN

Regular includes PIN Employees (i.e., Faculty and Staff), Contingent II and FTNTT Faculty.

Employee Group	Annual Earnings	Salary Reduction Days	Furlough Days	----- Admin Days/Furloughs Taken -----					Pay Deducted How/When
Regular Non-Exempt	< \$30,000	1	0	1/2/2009, Paid Admin Lv					One days pay deducted over 10 PP (starting with PP17 and ending with PP26)
Regular NonExempt	\$30,000 < \$40,000	2	0	1/2/2009, Paid Admin Lv	1/19/2009, Paid Admin Lv				Two days pay deducted over 10 pays (starting with PP17 and ending with PP26) Plus: Employee receives 8 hours Holiday Lv for 1/19
Regular Exempt/Faculty	\$30,000 < \$40,000	N/A	2	1/2/2009, Furlough			one day between 3/16 - 3/20/09, Furlough		One days pay deducted during PP15 and PP20
Regular Exempt/Non-Exempt/Faculty	\$40,000 < \$60,000	N/A	3	1/2/2009, Furlough	1/19/2009, Furlough (H)	5/25/2009, Furlough (H)			One days pay deducted during PP15, PP16 and PP25 (Employee receives 16 hours Holiday Lv)
Regular Exempt/Faculty	\$60,000 < \$80,000	N/A	4	1/2/2009, Furlough	1/19/2009, Furlough (H)	5/25/2009, Furlough (H)	one day between 3/16 - 3/20/09, Furlough		One days pay deducted during PP15, PP16, PP20 and PP25 (Employee receives 16 hours Holiday Lv)
Regular Exempt/Faculty	>= \$80,000	N/A	5	1/2/2009, Furlough	1/19/2009, Furlough (H)	5/25/2009, Furlough (H)	one day between 3/16 - 3/20/09, Furlough	one day between 6/3-6/30/09, Furlough	One days pay deducted during PP15, PP16, PP20, PP25 and PP26 (Employee receives 16 hours Holiday Lv)
Executive Staff		N/A	6	1/2/2009, Furlough	1/19/2009, Furlough (H)	5/25/2009, Furlough (H)	one day between 3/16 - 3/20/09, Furlough	two days between 6/3-6/30/09, Furlough	One days pay deducted during PP15, PP16, PP20, PP25 and two days from PP26 (Employee receives 16 hours Holiday Lv)

Grant Employees: Same as above, regardless of funding

Contingent I Employees: Will not work, and thus will not get paid, on days when the campus is closed (i.e., 1/2/09, 1/19/09 and 5/25/09).

Rules:
 Annual Earnings ("gross salary") used to compute furlough day excludes overtime, shift differential or acting capacity.
 1/10th of bi-weekly salary equals one furlough day
 Furloughs are taken in 8-hour increments (or proportionate for those working < 100% FTE).
 Only 1 furlough day taken in a pay period.

PP = Pay Period

PP15 - 12/31/08 through 1/13/09
 PP16 - 1/14/09 through 1/27/09
 PP17 - 1/28/09 through 2/10/09
 PP20 - 3/11/09 through 3/24/09
 PP25 - 5/20/09 through 6/02/09
 PP26 - 6/3/09 through 6/16/09