

Intermittent Furlough Calculation Chart

(Required Furlough Days = % Salary Reduction)

August 1, 2020 to July 31, 2021

Fiscal Year (12-Month) and Hourly Employees FTE Salary	% Salary Reduction	Furlough Days	Academic Year (9-Month) FTE Salary	% Salary Reduction	Furlough Days
Less than \$40,000	2.31%	6	Less than \$40,000	2.31%	4.5
\$40,000 to less than \$60,000	3.08%	8	\$40,000 to less than \$60,000	3.08%	6
\$60,000 to less than \$80,000	3.85%	10	\$60,000 to less than \$80,000	3.85%	7.5
\$80,000 or greater	4.62%	12	\$80,000 or greater	4.62%	9
Salary Reduction Only					
Expanded Exec Staff to include Deans and AVC's	6.5%	0			

Note: Mandatory furlough days for all employees are **August 24, 2020, November 27, 2020, and December 30, 2020** and can be deducted from the total days determined on the chart.

Furlough Usage Dates

- **Fiscal Year** (12-month) employees must take furlough days between August 1, 2020 and July 31, 2021.
- **Hourly** employees must take furlough days between August 2, 2020 and July 31, 2021.
- **Academic Year** (9 month) employees must take furlough days between August 24, 2020 and May 23, 2021.
- Mandatory furlough days for all employees are **August 24, 2020, November 27, 2020, and December 30, 2020**