

From: [UMSL Communications](#)
To: [UMSL Faculty](#); [UMSL Staff](#)
Subject: Temporary Pay Reductions Update
Date: Friday, January 15, 2021 3:05:05 PM

Sent on behalf of the Office of Finance and Administration

Dear Colleagues,

In June of last year the university implemented a number of budget reduction measures including temporary pay reductions for faculty and staff earning \$50,000 or more annually. These measures were necessary to sustain our mission to transform lives through education, research, service and economic development while responding to a State withholding of previously expected funding as well as a lack of federal or state funding to help cover additional costs associated with our response to the pandemic.

Today, there is good news to share. Effective February 1, the temporary pay reductions will end as UMSL is on track to end the year with a sustainable budget. This is possible because – in addition to the hard work everyone has contributed – UMSL has benefited from:

- The State restoring funding that was previously withheld,
- Federal stimulus funding that helped offset expenses incurred in response to the COVID-19 pandemic, and
- Anticipation of additional federal stimulus funding.

Here's how paychecks will be impacted:

- **12-month academic appointments and monthly paid staff** - your February 26 paycheck will reflect your restored gross pay rate.
- **Bi-weekly, hourly-paid staff** - hours worked through January 31 will be paid at the reduced rate and hours worked beginning February 1 will be paid at your restored rate. February 17 pay checks will reflect these two different pay rates for the two-week pay period.
- **9-month faculty** – a proportional adjustment will be applied to your AY20-21 contract rate for the remaining pay periods in your contract. The reduction is ending for 12-month employees after 8 months or 66.7% of the year. The final reduction for 9-month faculty will also be 66.7% of the total annual reduction, had it been applied to your full contract period. Your original AY20-21 9-month contract rate will be restored for the AY21-22 contracts. Here's an example:

Original AY20-21 contract rate:	\$100,000
% Payroll Reduction on this contract rate:	7.5%
Total Reduction for Contract:	\$7,500
66.7% of Total Reduction:	\$5,000 (\$7,500 * 66.7%)
Revised AY20-21 contract rate Feb 1, 2021:	\$95,000 = (\$100,000 – \$5,000)
Restored AY21-22 contract rate:	\$100,000

We appreciate the shared commitment you have made and your continued focus on our educational

mission during this time. As a result of your efforts and sacrifice, UMSL will emerge from the financial stress of the pandemic as a stronger university focused on serving our students and community as an elite public metropolitan university.

Sincerely,

Tanika Busch
Vice Chancellor and Chief Financial Officer

James Hertel
Executive Director, Human Resources