

COMPARISON OF START PROGRAM and ALTERNATIVE SALARY REDUCTION PLAN

BENEFIT AND NON-BENEFIT ITEMS	START Program	SALARY REDUCTION PLAN - Layoff - Temporary or Indefinite
Initiated by:	Voluntary Request from Employee	Department Management
Approved by:	Department Management	Management
Type of Program	Reduction in Time and Pay	Reduction in Time and Pay
UCRP benefit calculations (based on HAPC and Final Salary)	Not impacted	May reduce depending upon the duration of layoff - if full-time for 1 month or more can have an effect
UCRP Service Credit	Not impacted	Reduced
Service Credit for Layoff Purposes	Not impacted	Reduced
Vacation Leave Accrual	Not impacted	Pro-rated
Sick Leave Accrual	Not impacted	Pro-rated
Holiday	Pro-rated	Pro-rated
H&W Benefits Eligibility	Not impacted	May be impacted based on current appointment % and duration of reduction (if 21 days or more)
Medical Contribution Bands	Not Reduced	Not Reduced

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Insurance premiums - Life, AD&D, Disability, Executive Life	Not Reduced	Not Reduced
Insurance contributions - Life, AD&D, Disability, Executive Life	Not Reduced	Disability impacted if on layoff; no disability coverage
Workers' Compensation	Not Reduced	Not Reduced
DCP Contributions (Mandatory Redirect)	Reduced	Reduced as it is based on percent of actual earnings
403(b), 457(b), and DCP After-Tax (Voluntary Contributions).	Reduced if employee has percentage contribution	Reduced if employee has percentage contribution
HCRA/DepCare	Not Impacted	Not Impacted
FICA	Reduced	Reduced
Unemployment Insurance	Reduced	Reduced

NOTE: THE ONLY DIFFERENCE BETWEEN THE FURLOUGH PROGRAM AND START IS THAT UNDER START HOLIDAY PAY IS REDUCED PROPORTIONATELY TO % OF REDUCTION

ELIGIBILITY	FURLOUGH PLAN	ALTERNATIVE SALARY REDUCTION PLAN
Most Non- Rep Employees (99 and Skilled Craft)	Number of furlough days based on salary bands ranging from 11-26 days	
LX-Librarians	Furlough days determined by salary band	
Most Represented EE's		<ul style="list-style-type: none"> *Variations based on contracts *Temporary Layoff (consecutive days w/in 120-day period) * Layoff days or % reduction in time based on budgetary reduction need
		CX -Temporary Layoff
		RX -Temporary Layoff
		TX -Temporary Layoff
		NX - Temporary Layoff
		HX - Temporary Layoff or Reduction in Time or Indefinite Layoff
		SX – Temporary Layoff or Reduction in Time or Indefinite Layoff
		EX – Temporary Layoff or Reduction in Time or Indefinite Layoff