

UC DAVIS

STAFF ASSEMBLY

General Meeting Minutes

December 8, 2020

12:00-1:00 p.m.

[Zoom](#)

12:00-12:05 p.m. Welcome and Introductions

12:05-12:25 p.m. Featured Speaker and Q&A

Vice Chancellor of Finance, Operations, and Administration Kelly Ratliff

- President Drake put out curtailment options and solicited feedback from faculty and staff
- Campus curtailment is reframed as a soft closure, much more like what we've done in the past. It's up to individual employees and their supervisors in departments to decide what makes the most sense
- President Drake's issued letter- Idea of job protection. We will have some significant challenges happening but Davis will take steps to preserve as many jobs as possible
- Ratliff stated that she wanted to make sure everyone understands that as we look at the numbers for our campus, taking into account everything from reduced residency in student housing and dining to all the additional costs
- There are all sorts of places UC Davis is having extra expenses and revenue losses, and that number is looking to be about \$210 million
- The restructuring of the budget to save \$80 to 100 million in core funds over the next four to five years adds a cut of \$45 million. It's almost a 50% increase in that target, and we have some modest enrollment losses, mainly with our international students that adds another \$13 or so million.
- The campus has done well-preserving jobs, and 33 layoffs, temporary layoffs or temporary reductions in time have occurred to date.
- More information is available on the COVID-19 budget mitigation strategies page here:
<https://financeandbusiness.ucdavis.edu/bia/budget/mitigation-strategies>

- Campus has offered two options for staff and faculty to consider to save money in the early half of 2021. This was buoyed by a white paper constructed by the Office of the President, a couple of months ago
 - **Option One**
 - A progressive structure where lowest-paid employees would not have an impact up to the highest-paid employees, these are the bands that get used for our health care benefits
 - In the case of represented employees, the furlough tool can't be used to achieve savings. We would reduce appointments
 - This would be implemented so that if you were the person who took both your days in a single month, you wouldn't have the whole hit happen in a single month, and we would spread that out
 - For somebody who is getting a pay cut, its equivalent to a 0.8% pay cut. This is annualized. If we implemented it in half a year, it would show up as a 1.6% pay cut. It's 0.8% for the whole year.
 - **Option two**
 - Assign budget cuts
 - Ask every unit, in addition to the framework program, to make extra cuts.
 - Each unit would make specific decisions on how to save funds
 - **The idea of a hybrid**
 - A combination of option one for folks in the top two or three tiers of the salary band
 - And assign a budget cut to make up the difference
- We hope to resolve these things in a multi-year context
- There are still opportunities for either some relief to materialize from the federal government

12:25-12:40 p.m.

Staff Meet-and-Greet – Breakout Rooms

Staff were split off into breakout rooms to discuss the Options to Address Fiscal Constraints accelerated by the pandemic. Following small group discussion, staff shared their perspectives and preferences with the large group.

12:40-12:55 p.m.

Updates

- Nailed It (Events Co-Chairs Jaime Allen & Lauren McDiarmid)
 - December 17: instead of our annual bake off, will be doing a Nailed-It baking style competition

- More information about virtual TGFS coming in the next few months
- Next Generation Reforms to Advance Campus Safety (Chair Molly Bechtel)
 - This groups was formed in June 2020 to look at campus safety, the police department, how it should evolve look operate and engage on both the Davis and Sacramento campuses
 - Task force has been extended an additional six months. Originally was set to wrap up in December with recommendations. Chancellor will be extending to at least June 2021.
- HSI Task Force Phase 2 (Chair Molly Bechtel)
 - This group was formed in 2018 and is relaunching in more of an implementation phase. Staff will have a presence.

12:55-1:00 p.m.

Announcements

No announcements given.

Save the date

General Meeting

January 12, 2020

12:00-1:00 p.m.

Zoom