



*Welcome!*  
*Healthy Campus Town Hall*

# SLT Foundational Base Reduction

## \$8.7M Base Reductions by Component

Component	Amount	Percent of Total
Unallocated Base	\$1,758,069	20.4%
Position Vacancies	\$3,603,007	42.1%
Operating	\$714,440	8.2%
Other	\$1,001,717	11.6%
At Will Filled Positions	\$1,593,227	17.6%
<b>Total</b>	<b>\$8,670,460</b>	<b>100.0%</b>

# SLT Foundational Base Reduction

## Base Reduction Component by Division and College (Dollar Amounts)

College/Division	Unallocated	Vacancies	Operating	At Will Filled Positions	Other	Total
<b>VCAF</b>	\$480,511	\$1,382,546	\$186,063	\$334,899	\$0	<b>\$2,384,018</b>
<b>LAS</b>	\$420,000	\$937,281	\$176,000	\$88,695	\$360,000	<b>\$1,981,976</b>
<b>COB</b>	\$0	\$350,423	\$0	\$415,733	\$75,000	<b>\$841,156</b>
<b>JBEL</b>	\$332,353	\$70,616	\$94,411	\$78,728	\$200,556	<b>\$776,664</b>
<b>KFL</b>	\$0	\$250,114	\$99,886	\$0	\$150,000	<b>\$500,000</b>
<b>COE</b>	\$174,955	\$180,753	\$18,408	\$0	\$0	<b>\$374,116</b>
<b>EAS</b>	\$87,314	\$70,000	\$0	\$0	\$216,161	<b>\$373,475</b>
<b>EMSA</b>	\$39,600	\$80,090	\$8,220	\$222,172	\$0	<b>\$350,082</b>
<b>UA</b>	\$0	\$0	\$0	\$305,000	\$0	<b>\$305,000</b>
<b>AA</b>	\$162,370	\$80,000	\$40,000	\$0	\$0	<b>\$282,370</b>
<b>VCSI</b>	\$0	\$104,494	\$29,000	\$73,000	\$0	<b>\$206,494</b>
<b>CPS</b>	\$55,700	\$96,690	\$39,300	\$0	\$0	<b>\$191,690</b>
<b>CO</b>	\$5,266	\$0	\$23,152	\$75,000	\$0	<b>\$103,418</b>

# SLT Foundational Base Reduction

## Base Reductions as Percentage of E&G Budget

College/Division	E&G Budget	Reduction	Percent
UA	\$1,367,223	\$305,000	22.3%
VCAF	\$16,280,000	\$2,384,018	14.6%
CO	\$727,640	\$103,418	14.2%
KFL	\$4,221,336	\$500,000	11.8%
COB	\$9,696,093	\$841,156	8.7%
JBEL	\$8,889,562	\$776,664	8.7%
VCSI	\$2,402,561	\$206,494	8.6%
LAS	\$26,870,893	\$1,981,976	7.4%
COE	\$5,836,688	\$374,116	6.4%
AA	\$5,232,876	\$282,370	5.4%
CPS	\$3,988,708	\$191,690	4.8%
EAS	\$8,576,690	\$373,475	4.4%
EMSA	\$12,575,000	\$350,082	2.8%

# Four Options – Each Built on the SLT Foundational Base Reduction (Updated)

Component	SLT Foundational	(Option 1) SLT + 1.92% Employee Salary Reduction	(Option 2) SLT + 0.96% Salary Reduction, Add'l \$1M Vacancies, 7.5% Unallocated	(Option 3) SLT + 1.92% Salary Reduction, 5% Add'l \$1M Vacancies	(Option 4) SLT + 3.84% Employee Salary Reduction	(Option 5) SLT + 1.92% Salary Reduction, Add'l \$1M Vacancies	(Option 6) SLT + 0.96% Salary Reduction 5% Unallocated, Add'l \$1M Vacancies
Unallocated Base	\$1,758,069	\$1,758,069	\$2,668,116	\$2,364,767	\$1,758,069	\$1,758,069	\$2,364,767
Position Vacancies	\$3,603,007	\$3,603,007	\$4,603,007	\$4,603,007	\$3,603,007	\$4,603,007	\$4,603,007
Operating Savings	\$714,440	\$714,440	\$714,440	\$714,440	\$714,440	\$714,440	\$714,440
At Will Filled Positions	\$1,593,227	\$1,593,227	\$1,593,227	\$1,593,227	\$1,593,227	\$1,593,227	\$1,593,227
Other Expenses	\$1,001,717	\$1,001,717	\$1,001,717	\$1,001,717	\$1,001,717	\$1,001,717	\$1,001,717
Salary Reduction		\$1,661,306	\$830,653	\$1,661,306	\$3,322,612	\$1,661,306	\$830,653
Total	\$8,670,460	\$10,331,766	\$11,411,160	\$11,938,464	\$11,993,071	\$11,331,776	\$11,107,811

# Evaluating Employee Salary Reduction

## Converting Weeks to Percentages

Work Week Basis	Scenario	Equivalent %	Estimated Savings
52 Weeks	1/2 Week	0.96%	\$830,652.93
52 Weeks	1 Week	1.92%	\$1,661,305.87
52 Weeks	2 Weeks	3.84%	\$3,322,611.73

# Evaluating Employee Salary Reduction

## (Option A) 1.92% Salary Reduction Model

Salary Range	(1.92%) Salary Reduction	Average Annual Per Employee Impact	(%) Employees	Total Savings by Range
<\$60,000	0.00%	\$0	26%	\$0
\$60,001 – \$100,000	2.00%	\$1,513.04	55%	\$1,040,000
\$100,001 – \$130,000	2.40%	\$2,686.11	10%	\$268,000
\$130,001 – \$160,000	3.00%	\$4,298.38	5%	\$161,000
>\$160,001	3.80%	\$7,709.56	4%	\$192,305
<b>Total</b>				<b>\$1,661,305</b>

# Evaluating Employee Salary Reduction

## (Option B) 1.92% Salary Reduction Model

Salary Range	(1.92%) Salary Reduction	Average Annual Per Employee Impact	(%) Employees	Total Savings by Range
< \$60,000	0.50%	\$208	26%	\$61,984
\$60,001– \$100,000	1.72%	\$1,301	55%	\$894,400
\$100,001– \$130,000	2.72%	\$3,044	10%	\$304,173
\$130,001– \$160,000	3.40%	\$4,871	5%	\$182,650
> \$160,001	4.31%	\$8,737	4%	\$218,098
Total			100%	\$1,661,305

# Evaluating Employee Salary Reduction

## Big Idea from UBAC

As we consider potential salary reductions, an idea has been floated that we could manipulate our current holiday schedule for winter break.

### This would include:

- Move Veteran's Day and President's Day back to their normal location within the calendar.
- Keep the full-week closure during winter break without employees being required to take vacation.

\*There needs to be more work done on the feasibility of this idea with vetting from the Registrar, Academic Affairs, and Faculty

# Employment Separation

## *Severance Eligibility*

### Who is Eligible for the Severance?

- IRC Faculty
  - All IRC faculty regardless of % of FTE appointment are eligible for severance
  - IRC faculty with an appointment of .5 FTE or greater are eligible for benefits
- University Staff
  - All staff regardless of % of appointment are eligible for severance
  - Staff with an appointment of .5 FTE or greater are eligible for benefits

# Employment Separation *Timeline*

- Late April/Early May
  - Impacted IRC faculty/staff notified of employment separation
- End of Spring 2026 Contract
  - Last day of contract for impacted IRC faculty
- Wednesday, July 1, 2026
  - Last day of employment for impacted staff
- Friday, July 31, 2026
  - Last day of benefits for impacted IRC faculty/staff\*

\*Unless separation is prior to June 1 or July 1, 2026

# Employment Separation *Separation Package*

1. **Four (4) Weeks Base Pay**
  - Regardless of time of service
2. **One (1) Week Pay for Each Year after One (1) Full Year of Service**
  - 4 weeks base pay + 1 week base pay per full year of service
  - Maximum number of 18 weeks
  - Years of service is based on total years of professional service at UCCS
3. **\$1,500 One-time Payment**
  - One-time payment to assist with employment transition
4. **Benefits**
  - For IRC Faculty
    - Last day of employment with UCCS will be the end of their Spring 2026 contract
    - benefit coverage will be retained until July 31, 2026
    - After July 31, 2026 IRC faculty will be eligible for COBRA coverage paid for by the employee
  - For Staff
    - Last day of employment with UCCS will be July 1, 2026
    - benefit coverage will be retained until July 31, 2026
    - After July 31, 2026 staff will be eligible for COBRA coverage paid for by the employee

# Employment Separation Package Matrix

<u>Service Range</u>	<u>Full Years of Service</u>	<u>Base Severance</u>	<u>Additional Severance</u>	<u>One-Time Transition Payment</u>
<12 months	0	4 Weeks of Pay	Additional Weeks of Pay - 0	\$1,500
12 - 23 months	1	4 Weeks of Pay	Additional Weeks of Pay - 1	\$1,500
24 - 35 months	2	4 Weeks of Pay	Additional Weeks of Pay - 2	\$1,500
36 - 47 months	3	4 Weeks of Pay	Additional Weeks of Pay - 3	\$1,500
48 - 59 months	4	4 Weeks of Pay	Additional Weeks of Pay - 4	\$1,500
60 - 71 months	5	4 Weeks of Pay	Additional Weeks of Pay - 5	\$1,500
72 - 83 months	6	4 Weeks of Pay	Additional Weeks of Pay - 6	\$1,500
84 - 95 months	7	4 Weeks of Pay	Additional Weeks of Pay - 7	\$1,500
96 - 107 months	8	4 Weeks of Pay	Additional Weeks of Pay - 8	\$1,500
108 - 119 months	9	4 Weeks of Pay	Additional Weeks of Pay - 9	\$1,500
120 - 131 months	10	4 Weeks of Pay	Additional Weeks of Pay - 10	\$1,500
132 - 143 months	11	4 Weeks of Pay	Additional Weeks of Pay - 11	\$1,500
144 - 155 months	12	4 Weeks of Pay	Additional Weeks of Pay - 12	\$1,500
156 - 167 months	13	4 Weeks of Pay	Additional Weeks of Pay - 13	\$1,500
168 - 179 months	14	4 Weeks of Pay	Additional Weeks of Pay - 14	\$1,500

Thank you  
for joining us!

## RESOURCES:

Healthy Campus  
Website:



FAQ  
Page:



Anonymous  
Feedback:



Resource  
Library:



- **Healthy Campus Website:**
  - [chancellor.uccs.edu/healthy-campus-initiative](http://chancellor.uccs.edu/healthy-campus-initiative)
- **FAQ Page:**
  - [chancellor.uccs.edu/healthy-campus-initiative-faq](http://chancellor.uccs.edu/healthy-campus-initiative-faq)
- **Anonymous Feedback:**
  - [chancellor.uccs.edu/healthy-campus-initiative-feedback](http://chancellor.uccs.edu/healthy-campus-initiative-feedback)
- **Resource Library:**
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