



# University of California

## Agriculture and Natural Resources

### ***ANR FURLOUGH EXCHANGE PROGRAM QUESTIONS AND ANSWERS***

The Regional Offices have received many questions from County Directors and Advisors about the ANR Furlough Exchange Program (FEP). Here are some of the commonly asked questions and answers for your reference:

**Q: May UC staff employees participate in the ANR FE Program?**

A: No. The ANR FEP Guidelines section titled "Eligibility" states:

- This program is available to academics who are full time (100%) appointed to a title in the Cooperative Extension Advisor or Cooperative Extension Specialist series. The program does not apply to academic coordinators, academic administrators, staff or members of the Senior Management Program.

**Q: May I initiate a FEP agreement to be effective retroactively?**

A: No. The ANR FEP Guidelines section titled "Partial Year Participation" states:

- Because the ANR program is being implemented after July 1, 2009, only partial year participation is allowed.
- Fiscal year ANR academics may elect to begin on April 1, 2010.
- No retroactive payroll adjustments would be permitted to restore pay previously cut.

**Q: What happens if my grant has an earlier ending date than the FE Program:**

A: The FEP agreement will be implemented only for the sponsoring agency's approved timeframe for the specific grant; or no later than August 31, 2010 (the end of the FEP Program AND the UC Salary Reduction & Furlough Program)

**Q: What happens to my salary if my FEP participation ends prior to August 31, 2010:**

A: Any pay periods not covered by FEP would be subject to the UC Furlough/Salary Reduction Plan.

**Q: What happens to the furlough days that would have been accrued while I am participating in FEP?**

A: During the period of participation, furlough days will be forfeited (not accrued) and may not be used for any other purposes.

**Q: Can I still take furlough days that have already been accrued prior to participation in FEP?**

A: Yes, you must take furlough days accrued prior to FEP participation before August 31, 2010.

**Q: Can various donors/gift funds be used for FEP?**

A: Yes, advisors may use these funds. Benefit costs as well as the cost of your salary will be charged against these funds.

**Q: Can I use a UCD CE Specialist's grant to charge my salary under FEP?**

A: No, use of a Specialist's grant will not be allowed. The UCD P.I. would have to initiate a multi-campus award to ANR for the Advisor and transfer funds to an ANR account for this purpose.

**Q: May I participate in FEP while on sabbatical?**

A: Yes, because advisors are subject to the salary reduction/furlough program while on sabbatical, they would be eligible to participate in the FEP but the work would have to be included/documentated in the approved sabbatical leave plan.