

Category	Question	Answer(s)
Mileage rate	As a result of the pandemic, prices on precious commodities, including housing and gasoline, have increased tremendously for us in SoCal. As a Community Education Specialist, I am finding it harder to pay my bills on the income that I earn, and I use my personal car to travel for work. Can we discuss the option for increasing the mileage reimbursement rate that was decreased in January 2021 to .56 cents/mile? I feel that gas mileage reimbursement should reflect the prices that we are paying at the pumps. Thanks!	Mileage reimbursement rates are set by UCOP; we do not control that. The mileage reimbursement is regulated by the IRS. The service adjust this rate periodically based on economic data you indicated. Unfortunately the adjustment tends to trail the economic data ..
Salaries	Is there a plan to address salary equity issues for Cooperative Extension Specialists? As you well know, their salaries are currently a few percentage points lower than senate faculty. Thank you.	ANR will undergo an equity survey over the course of the next year and will evaluate several facets of pay for academic and staff positions. After this evaluation we will have more information to be able to identify priorities and plans to address potential inequities and pay concerns.
Work Agreements	Is the flexible work agreement long term or short term?	Flexible work agreements are typically done in 3 - 6 month increments. A longer term agreement can be done but it is more rare due to the changing environment we are in.
Work Agreements	RE: Flexible Work Agreements, is that deadline for ANR at UCOP too?	The 9/30 due date is for all employees including OP. ANR HR is working with OP to limit duplication for documentation wherever possible.
Work Agreements	What is the process for these flex-work agreements submittal once approved?	Employees should submit the agreement forms to their supervisor. The supervisor and director should discuss and provide their feedback prior to approval. Once approved by the director the agreements should be sent to <a href="mailto:humanresources@ucanr.edu">humanresources@ucanr.edu</a> or Jodi Rosenbaum <a href="mailto:jrosenbaum@ucanr.edu">jrosenbaum@ucanr.edu</a> directly.
Academic Positions	Isn't there already external funding coming from the state for fire advisors? I was in a meeting with Jessica Morse earlier today and we talked about it.	There has been a \$2m program laid out by the state - with (if I recall correctly) a four year time frame. We had also identified some advisors within the maps we sent to the legislature. How many and where those might be will be decided by Program Council with a goal of ensuring a strong ongoing foundation for our work on fire.

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Academic Positions	So do those positions need to be included in the call, and do those with standing to submit need to use up their allocation if they want a fire advisor but also have other needs, or will there be a separate process for the separate fire funding?	It will be part of the position call. Given that most advisor positions will serve multiple counties, we are encouraging counties, regions and program teams to work together to organize submissions in a holistic way. Program Teams will cut across geography and leadership will also review all submissions to identify potential issues.
Pandemic	For the vaccine validation survey, if someone is fully vaccinated but not able to get proof. What options do they have to fulfil this requirement?	Disability Management/Dave Ritz will do his best to attempt to identify means of validating vaccination with an employee who may be struggling to receive that information. However, ultimately the authority responsible for providing the proof is the employee, in collaboration with the medical provider where the vaccine was administered. I'll reach out to Dave to discuss further. We may need to engage Systemwide Health to get additional information.
DEI	@Tunyalee - is siteimprove something that we have access to?	Hi Faith! We wanted to learn more about it and asked ANRIT to add it to some of our website pages. So I think so...I'm not sure if you can add to sitebuilder webpages. Hopefully an ANRIT person can answer you. P.S. Congrats on the new book!
Work Agreements		Flexible work agreements are typically done in 3 - 6 month increments. A longer term agreement can be done but it is more rare due to the changing environment we are in.
SALC	Great presentation Cristina and Chandra! Do you typically work with individuals or community based organizations involved in county and municipal climate action plans? I think some of our partner organizations implementing the Climate Stewards course might be interested in exploring SALC grants in their community resilience efforts.	Chandra and I are just getting started in our work, and I believe working with individuals or community based organizations involved in county and municipal climate action plans would be a great fit. The SALC grant includes funds to engage in climate smart agriculture and carbon sequestration, so there might be some overlap and / or opportunities with the California Naturalist Program.  And I agree, I think some of your partner organizations implementing the Climate Stewards course might be interested in exploring SALC grants in their community resilience efforts.

UC ANR Town Hall  
Questions and Answers

Sept. 2021

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SALC	Does SALC have a website?	Please see more information on SALC here: DOC: <a href="http://www.conservation.ca.gov/dlrp/grant-programs/SALCP">www.conservation.ca.gov/dlrp/grant-programs/SALCP</a> SGC: <a href="https://sgc.ca.gov/programs/salc/">https://sgc.ca.gov/programs/salc/</a>