



A Message from University of Kentucky  
**PRESIDENT ELI CAPILOUTO**

Members of the University Community:

Beginning July 1, 2020, the minimum starting pay for UK regular staff employees will increase from \$10.40 an hour to \$12.50 an hour.

We are taking this step because it is the right thing to do. Our employees are essential to the success of our institution and our students; they are central to fulfilling our missions of teaching, research, health care, and service.

This investment in our people is part of a series of changes designed to strengthen our community by enhancing financial well-being and providing more options to employees to care for themselves and their families.

- Beginning in January 2020, staff employees will be able to use up to 12 weeks of accrued sick time for parental leave for childbirth, adoption, or foster care (currently, employees can use six or eight weeks of sick time; additional leave must be from accrued vacation leave).
- Also beginning in January 2020, staff employees will be able to use up to two sick days per year for personal well-being (currently, such time can only be used for illness or injury, or to care for a family member). These changes apply only to staff. [Faculty sick leave is managed differently.](#)
- Beginning July 1, 2020, pending Board of Trustees approval, all new eligible employees will participate in the UK matching retirement savings plan. In that savings plan, employees contribute five percent of their salary, and UK matches with 10 percent (currently, employees under the age of 30 are eligible, but not required, to participate). By including all new eligible employees, individuals who join us early in their careers and stay for a long period of time will have the opportunity to earn several hundred thousand dollars more during their work with us.

Finally, we will be working with the Staff Senate and others to continue a campus conversation about the feasibility of a paid parental or family leave program. This has been an ongoing priority reflected in our biennial UK@Work surveys. We intend to review recommendations and make a decision before the end of the Spring 2020 Semester.

You can learn more about the changes [here](#).

For the last several months, a team of financial and human resource experts has examined each of these changes. I am grateful for their work to assess and recommend what we can accomplish for our community.

Because of you, we are educating and graduating record numbers of students, treating more patients, and conducting more research and service that changes lives and communities than at any time in our more than 150-year history.

Thank you for being a community that cares about each other and the success and well-being of all those we serve.

Eli Capilouto