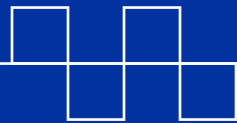


Extension Budget and Hiring Update



University of Kentucky
College of Agriculture,
Food and Environment
Cooperative Extension Service

Extension Fiscal Plan

- With a series of budget reductions, the latest being nearly \$4 million as a result of COVID-19, UK Extension is
 - 1) Committed to review of compression, starting agent salaries and current agent salaries compared to benchmark states.
 - 2) Re-evaluating its base agent staffing to ensure long-term financial stability.
 - 3) Investing in an organizational structure that supports accountability, mentoring, coaching and effective county-based programs.

Implement two+ agent investment model with federal, state, and county funds

This new model will:

- Increase cost share for third base agent positions through attrition
- Not effect funding model for current two agent counties
- Result in no reduction in force actions
- Provide county Extension District Boards multiple options based on the needs of the county
- Incentivize shared agent positions between counties as appropriate
- Continue our commitment to our mandated programs in every county

2+ Base Agent Model Means

- Two agents per county will be cost shared through the current base agent model.
- The current county groupings – which determine what that share of cost is – will remain the same.
- As a third base agent vacancy occurs (attrition), counties will move to an increased cost model.

County Options for Funding 3rd Agent positions

- For a 100% full time position: UK will pay 10% and counties will pay 90% of salary and benefits.
- For a 80% full time position: UK will pay 10% and counties will pay 90% of the 80% salary and benefits.
- Two counties can share a position: UK will pay 20% and the two counties will share the cost of the remaining salary and benefits.
- Counties may choose not to hire the third position and revert to a two agent staffing model. The Area Extension Director will work closely with those two agents to ensure that **ALL** mandated program area needs are met. The hiring in 2 agent counties will focus on candidates with Agriculture and Natural Resources and/or Family and Consumer Sciences backgrounds.

Benefits of the New Model

- Counties that have vacancies and have funds available can move forward with the hiring process after approval by their respective district boards.
- Flexibility to meet the needs of the county.
- Ensuring that Extension remains fiscally viable and relevant into the future.

Implementing Next Steps

- The Area Extension Director will be your point of contact. AEDs will work with counties that have current third agent vacancies first to determine how those counties will proceed.
- As vacancies occur, Area Extension Directors will work with District Boards to assess the local needs to determine the county staffing pattern (2 agent or 2+ agents). These changes would be based on county needs while ensuring that our mandated program areas are covered.
- Current 4th and above agent positions are not affected. No new 4th and above positions will be created in the present administrative structure.

Area Meeting Follow-up

AEDs will lead you in a discussion together:

- What do you see as the advantages of implementing this staffing plan?
- What questions do you anticipate from your Extension District Board and/or County Extension Council?
- What additional tools do you need to communicate and support implementation in your county?

Area Directors Section

Question 1

- What do you see as the advantages of implementing this staffing plan?

Question 2

- What questions do you anticipate from your Extension District Board and/or County Extension Council?

Question 3

- What additional tools do you need to communicate and support implementation in your county?

Next Steps

- AEDs will send an email with video link to Extension District Board members this afternoon
- AEDs will be meeting with county staff and EDB chairs with current 3rd agent vacancies for discussion and next steps
- Hayley Pierce will be developing a statewide web page with frequently asked questions to help facilitate implementation based upon our discussion today.