

- Consider childcare support for those employees affected by the rising costs of that necessary burden.
- Provide full funding for the ANSI and Diversity, Equity and Inclusion plans.

Additional Benefit Considerations

- Add Roth IRA as an option for employee retirement plans.
- Re-evaluate breaks of service and how they factor into longevity in terms of recognition and retirement.
- Allow a la cart benefit options such as dental only or dental and vision only.
- Include supplemental life for spouses and partners as an optional benefit.

The cost of living has increased and continues to do so, while compensation is stagnant. Without change, the University of Alaska cannot keep or attract the talent that we need to be a high-functioning organization