

Staff Alliance
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Fairbanks, AK 99775

MEMORANDUM

To: James R. Johnsen, President

Cc: Keli Hite, McGee, Chief Human Resource Officer

From:

Date: July 31, 2018

Re: Clarification on the reason hold on individual pay increases

Whom or pay we are writing to you as a group to let you know of our concerns regarding the recent increases as detailed in your June 19 memo to the chancellors.

The Staff Alliance understands that the intent of this moratorium on in-grade and reclassification increases is to hold off on any increases until a comprehensive evaluation phase of the project. We respectfully ask for clarification on why the data must be held back until the evaluation phase is complete.

The Staff Alliance would like to note there hasn't been an official announcement made yet to staff about the freeze. This lack of communication appears to be causing unnecessary denial, along with some official announcements are starting to swirl.

It also appears as though there are different interpretations of allowable exceptions. Your June 19 memo states "Exemption must be granted to those"

... ty.

... September 21, or the end of autumn in December. A clear deadline would go a long way to assuage the uncertainties felt by staff at UA.

... at all campuses, and it is already clear to the Staff Alliance that this situation is having a negative impact on staff morale, especially among employees who are doing an exceptional job or have taken on additional responsibilities.

The Staff Alliance respectfully asks for me ...-wide