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MEMORANDUM

August 28, 2018

To: James R. Johnsen, President

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MJD

From: Josh Watts, Chair, UA Staff Alliance [REDACTED]

 FY20 Compensation Recommendation

At the University of Alaska Committee members reviewed the local compensation increases, salary schedules and CBAs for state and borough employees, the current consumer price index for Urban Alaska, and staff morale surveys across campuses as they developed their recommendation.

Partic

FY10 - FY10 C. C. T. A. I. - the board increase. The last
years ago in FY 1996 and 1997.

Locking out the CPI and giving no raises to living expenses, the CPI increased 1.5-3% a year without regular compensation increases, staff are essentially being paid less each year to do the same job. The CPI for Urban Alaska increased 3% over the last two years while the national CPI increased 5.9% over the same period.

State Employees

Over the last five years, unrepresented staff have received the lowest wage increases of all UA employees, averaging 1.4%/year (in comparison

faculty at 2.6%). Over the last two years while staff wages have been fixed, the average Alaskan has received a 2.4% increase in the median income which is far below the US median for the same period, 4.8%.

APFA represented employees received a 6.7% increase in 2018. In 2019, UA staff will receive a 6.7% increase. This is the largest increase in the last 20 years.

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increase over the last two years while UAA unrepresented staff wages have remained fixed. (Alaska Department of ~~Administration~~ ~~Administration~~)

Morale

~~part of the recent budgetary changes adopted by the university and how it has affected staff at UAA~~

FTE in 2017 (a 15% reduction) ~~has led to significant morale issues which have negatively affected staff at UAA~~ negatively affect morale across all campuses.

~~UAA staff reported that workload, compensation, and advancement opportunities were the top three factors contributing to low morale. Staff cited a lack of recognition and appreciation for their work, as well as a lack of job satisfaction due to increased responsibilities and decreased resources. Many staff also expressed concern about the future of their employment at UAA.~~ Compensation and wage increases, especially given increased workloads, and lack of advancement opportunities was listed as a major morale factor affecting UAA staff last year (2018 survey). Many were looking for alternative employment or considering employment outside the university last year. A lack of appropriate compensation for higher, “unreasonable” workloads and expectations was identified as a major reason.

Current Options

Regents' Policy and University Regulation do allow for in-grade step increases (see R04.05.043.B.), however this type of adjustment is considered “an exceptional occurrence” and must be approved by the Board of Regents. In-grade step increases can be difficult to administer and do not address the systemic issues of wage compression that have faced our faculty and staff.

~~While UAA unrepresented staff are not eligible for grants, some grants are available to covered staff. These grants typically require a minimum amount of time dedicated to research or teaching. Some grants also require a minimum number of hours worked per week. Other grants may require specific qualifications such as tenure or a certain level of education. Grants can provide additional funding for research projects, travel expenses, or other professional development activities.~~ Compensation committee members believe that a one-time grant of \$100,000 would be appropriate to address several key issues of compensation at UAA.

Proposal

The Staff Alliance recommends an across-the-board increase of 30% for all UAA staff in FY20, as well as a one-time grant of \$100,000 for research and travel expenses. This increase is based on the current average salary for UAA unrepresented staff, which is approximately \$28,000. The proposed increase could range from 1-10% or more.