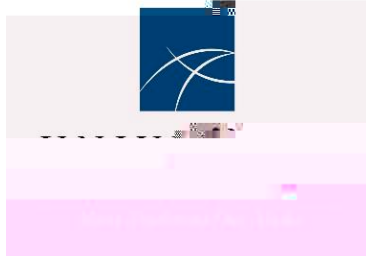


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### MEMORANDUM

August 28, 2018

To: James R. Johnsen, President

From: Josh Watts, Chair, UA Staff Alliance



Re: FY20 Compensation Recommendation

at the University of Alaska. Committee members reviewed the [history of compensation increases](#) to [salary schedules](#) and [CBAs](#) for state and borough employees, the [current consumer price index](#) for Urban Alaska, and staff morale surveys across several years as they developed their recommendation.

Partic

FY16 - the board increase. The last  
UA failed to provide for staff years ago in FY 1996 and 1997.

In addition, the CPI for Urban Alaska has increased by 15.3% 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 to 2.6%). Over the last two years, while staff wages have been frozen, the average Alaskan has received a 2.4% increase. The average Alaska resident has received a 4.8% increase. The average Alaska resident has received a 6.7% increase. In 2018, the average Alaska resident has received a 6.7% increase.

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increase over the last two years while IIA unrepresented staff wages have remained fixed. (Alaska Department of Administration, 2018)

**Morale**

... of the recent budget cuts... and have...  
FTE in 2017 (a 15% reduction) ...  
negatively affect morale across all campuses.

... ation 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) ...  
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 method of increase is considered “an exceptional occurrence” and must be approved by ...  
-grade step  
adjustments are known to be difficult to administer and do not address the systemic issues of ...  
... commission and faculty development

...  
grant funding...  
Compensation...  
... as IIA...

**Proposal**

The Staff Alliance recommends an across-the-board increase of 3% for all IIA staff in FY20 as well as ...  
... or ...  
1- or.