

Butrovich Building, 2025 Yukon Drive, Suite 202  
PO Box 755000, Fairbanks, AK 99775-5000  
(907) 450-8009  
ua.president@alaska.edu  
www.alaska.edu



Date September 8, 2023

To Ronnie Houchin, Chair, UA Staff Alliance

From Pat Pitney, President

A handwritten signature in blue ink, appearing to read "Pat Pitney". The signature is written over a dark blue rectangular background.

CC Memry Dahl, Chief Human Resources Officer  
Michelle Rizk, VP University Relations  
Paul Layer, VP Academics, Students and Research  
Sean Parnell, UAA Chancellor  
Daniel White, UAF Chancellor  
Aparna Palmer, UAS Chancellor

Re Response to FY25 Compensation Recommendations

---

Thank you to Staff Alliance for your July 21 memo with recommendations for FY25 compensation. I appreciate all that staff across the system do to support our academic, teaching and service missions. I have reviewed the recommendations with CHRO Dahl, and we have discussed with Staff Alliance

---

We expect to implement a Roth IRA option in January 2024.

We recognize the added strains of childcare costs in the current climate; however, this is not a cost the university will take on. Instead, we encourage employees to contribute to their dependent care flexible spending accounts (up to the IRS \$5,000 pre-tax limit) to cover some of their childcare costs.

Employees with 10 or more years of service accrue 24 days of annual leave each year, plus a personal holiday. This is at or above our peers based on the two most recent benchmark studies and competitive with major Alaska employers. Leave accrual is determined by Board policy; this is not a change that administration will recommend to the Board.

Employees may use sick leave and annual leave when caring for an immediate family member with an illness, injury or disability, including medical appointments; this protects employee pay to the same extent that their pay is protected for their own medical needs. At this time, we are not in favor of adding an additional leave benefit. That said, HR staff are monitoring national conversations and trends about ways to support employees in the sandwich generation providing care for both their children and their aging parents.

The university added five days of parental leave and short-term disability as new benefits for FY24. Unlike the leave share program, employees do not have to exhaust their sick leave and annual leave to be eligible for short-term disability. For new mothers, first six weeks of recovery after childbirth are eligible for short-term disability. The program provides 60% of weekly pay, up to \$800 per week for 11 weeks for employees after an injury or illness; employees become eligible for the program 14 days after the qualifying event. Combined, the new parental leave and short-term disability programs provide 17 days of paid leave in the first six weeks after the birth of a child, reducing the employee's use of their sick/annual leave. HR is planning information sessions for employees to illustrate how the various leave

Supervisors currently have the ability to approve remote work and flexible schedules. In their decisions, supervisors must consider both the employee's preferred location/schedule and the business needs of their department and the specific job duties.

---

