

**UAF Staff Council Motion 2012-225-1:**  
**Motion relating to geographic differential at UAF**

The UAF Staff Council unanimously passed the following motion at Staff Council Meeting #225 on February 17, 2012:

Whereas, the University of Alaska established current geographic differentials in 1970,

Whereas, the only significant adjustment to the 1970 geographic differential was to eliminate Fairbanks as an eligible site in 1994,

Whereas, the cost of living in most locations as measured by the State of Alaska's 2008 survey is greater than UA's current geographic differentials,

Whereas, many Alaska State Government employees have been fairly compensated with updated geographic differentials for FY 12 (see attached General Government Unit Salary Schedule),

Whereas, the new differentials adopted by other Alaska State Government agencies will put many UAF Campuses at a competitive disadvantage for attracting and retaining talent and labor,

Whereas, we want to maximize our opportunities to recruit and retain highly qualified staff throughout the University of Alaska System,

Whereas, anticipating impacts of changing geographic differentials is a responsible and proactive institutional method of projecting future costs and defining priorities,

Therefore UAF Staff Council moves to have the University of Alaska re-examine geographic differentials in light of the most recent cost of living survey in 2008 by the McDowell Group.

Therefore let it further be resolved that the University of Alaska develop a data-driven plan and rationale to change or continue with current geographic differentials by May 2013.

Signed: \_\_\_\_\_

President, UAF Staff Council

3/14/12

Date

Geodifferentials between the SOA, UA and what the McDowell survey recommend

	Geo Diff Amounts (percent)					McDowell Svy Geo Diff	Difference	Difference
	UA Current	State FY10	State GGU FY11    FY12    FY13				GGU FY12 McDowell	UA GGU FY12
Adak	27					50	-50	27
Aleutian Islands	27					50	-50	27
Anchorage	0	0	0	0	0	0	0	0
Angoon	0						0	0
Aniak	30	30	30	40	50	44	-4	-10
Barrow	42	42	42	46	50	50	-4	-4
Bethel	38	38	38	44	50	53	-9	-6
Bristol Bay	27						0	27
Chugiak	0					0	0	0
Cooper Center	11						0	11
Cordova	11	11	11	11	11	13	-2	0
Delta Junction	16	16	16	0	0	4	-4	16
Dillingham	27	27	27	32	37	37	-5	-5
Eagle River	0	0	0	0	0	0	0	0
Fairbanks	0	4	4	3	3	3	0	-3
Fort Yukon	42	42	42	37	37	31	6	5
Galena	30	30	30	34	37	31	3	-4
Girdwood	0	0	0	0	0	0	0	0
Glenallen	11	11	11	0	0	-3	3	11
Haines	5	5	5	0	0	5	-5	5
Homer	0	0	0	0	0	1	-1	0
Juneau	0	0	0	2	5	11	-9	-2
Kenai	0	0	0	0	0	1	-1	0
Ketchidan	0	0	0	0	0	4	-4	0
Kodiak	9	9	9	11	11	12	-1	-2
Kotzebue	42	42	42	51	60	61	-10	-9
McGrath	30	30	30	34	37	31	3	-4
Nenana	20	20	20	0	0	0	0	20
Nome	34	34	34	37	37	39	-2	-3
Palmer	0	0	0	0	0	-5	5	0
Sand Point	27	27	27	39	50	50	-11	-12
Seward	0	0	0	0	0		0	0
Sitka	0	0	0	5	5	17	-12	-5
Skagway	5	5	5	0	0	17	-17	5
Soldotna	0	0	0	0	0	1	-1	0
Tok	16	16	16	0	0	4	-4	16
Valdez	11	11	11	11	11	8	3	0
Wasilla	0	0	0	0	0	-5	5	0
Yakutat	5	5	5	0	0	2	-2	5