

Staff Alliance Compensation Committee Report: March, 2015

The committee met via Google Hangout on March 26. UAF attendees were Faye Gallant (chair), Bradley Krick, and Michael Cox.

The committee discussed the best approach to compensation proposals for FY17 given the current budget situation and uncertainty about future years. The consensus was that it was important to pursue compensation increases even in times of furloughs and layoffs, because of the long-term compounding impact of forgone increases to employees.

The committee is currently gathering additional information to inform the next meeting's discussion.

Some items under **preliminary discussion to explore** for FY17 include:

- Step increase for current employees (1 percent) with additional adjustment if needed to stay in line with inflation
- Compensation increase based on Consumer Price Index (was 1 percent for Anchorage in first half of this year), and based on any employee contribution increases to health plan costs
- Geographic differential- this has been off the table in prior years due to cost estimates from Statewide, but the committee would like to reexamine those estimates
- 37.5 hour work week, without a reduction in take-home pay (same paycheck, fewer hours; an increase in time rather than money)- this option would eliminate a planned cost increase to the university, without devaluing employees' time or reducing employee pay, but would mean forgoing annual compensation increases. This option had a lot of discussion- the committee is interested in better understanding its repercussions before bringing it to constituents for feedback or pursuing further
- Incentivize employee use of annual leave and vacation time