

Staff Alliance Compensation Committee  
Report for Staff Alliance  
January 2016

Present: Maureen Hunt, Brad Krick, Tom Langdon, Marianne Ledford, John Moore, Monique Musick, Elizabeth Winfree, Maureen,

The committee met on Wednesday, January 20, from 10:00 to 11:00 AM. This meeting was held via Google Hangouts; future meetings will be held via the phone line.

**FY17 Pay Increase Discussion:**

Brad brought up a question asked of a UAF Staff Council Representative: would staff consider rejecting a pay increase in favor of fewer layoffs? The committee discussed that the President and the Regents have indicated that they want parity between union and non-union groups. In addition, the plan is for vertical, programmatic cuts so

The committee discussed concerns about furlough. Changes in UA administration means that systemwide furloughs are unlikely, but individual campuses may still be looking to furlough for cost savings.

**Invite UA's Compensation Director to a Future Meeting:**

The committee agreed to invite Tara Ferguson to the February meeting.

The group discussed some possible questions and topics, including longevity-based pay increases, salary compression, the role of the salary schedule, which collective bargaining agreements are coming up, merit increases, and bonuses.

**FY18 Pay Discussion:**

The group discussed the need for data when making proposals to Staff Alliance for FY18. The next Anchorage CPI report - for the second half of 2015 - should be available near the end of February.

Statewide HR did a market survey for the IS job family approximately 2 - 3 years ago.

During the January 12 Talk of Alaska broadcast (<http://www.alaskapublic.org/2016/01/15/the-future-of-the-university-of-alaska/>), UA President Jim Johnsen was asked by a caller if UA would cut pay.. His response was no, because UA has to maintain and compensate good employees.