

**Staff Alliance Compensation Committee
Report for Staff Alliance
April 2016**

Present: Maureen Hunt, Brad Krick, John Moore, Monique Musick, Michelle Warrenchuk

The committee was scheduled to meet on March 16. Due to a lack of attendance, the group rescheduled to April 6, from 10 to 11 AM. The next scheduled meeting is on April 20.

Salary Compression Data Discussion:

The committee discussed the salary compression analysis mentioned by Tara Ferguson during the February meeting. Brad reported to the group that he sent Tara an email asking for the report. Tara said the analysis was unfinished and that there was “no meaningful data” that could be taken from it. She said her office plans to do a new analysis in FY17. The committee discussed what we would hope to gain from this data and whether it was necessary for our goal of advocating for the return of step increases. There was general agreement that it was better to go ahead with a recommendation for step increases and not try to obtain salary compression data directly. John pointed out that the group should be prepared to request this data if it becomes a reason for denying step increases.

End of Year Recommendations:

The committee discussed possible end of fiscal year recommendations to Staff Alliance. Monique suggested that any recommendations should be ready by the end of May or beginning of June for budget planning purposes. Although Compensation usually doesn't make any recommendations regarding the coming fiscal year, the group agreed to write a FY17 recommendation to encourage UA to use part of the proposed 2.5% increase as a step increase. Maureen volunteered to draft this recommendation.

John and Maureen shared concerns that limiting ATB increases in favor of step increases could affect new hires and current employees who are moving internally. Monique pointed out that new hires are in the best position to negotiate movement on the steps. Brad said that UA has had years [FY97 - FY00, for example] where staff had step movement but no ATB increases, so new employees could have lost pay relative to cost of living.

Monique shared the Board of Regents' policy and regulation regarding compensation, which includes UA's rules for how pay is affected by different kinds of internal moves:

<http://www.alaska.edu/bor/policy/04-05.pdf>

Brad volunteered to draft a recommendation for the FY18 compensation number. The group generally agreed that we should still aim for continuing movement on the steps.

The committee discussed the possibility of a recommendation regarding UA's bonus system. Monique suggested waiting until after the next report from the Statewide Transformation Team, which should happen before the next Compensation meeting. John volunteered to draft a recommendation if the committee chooses to make one.