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To: President Johnsen
From: Staff Alliance
Date: May 3, 2017
Re: FY18 Compensation Recommendations

Due to the recent budget reductions, Staff Alliance is primarily recommending non-monetary compensation items for fiscal year 2018. From the outset, it was agreed there was little likelihood of achieving a monetary compensation increase, and Staff Alliance agreed to the recommendation options put forth by the Compensation Committee. The five recommendations that Staff Alliance support include: increased personal holidays, an employee recognition program, loyalty/retention bonus (monetary recommendation), non-mandatory winter closure, and reinstatement of the Annual Leave Cash-in program for all employees (monetary recommendation). For further explanation and justification of the compensation recommendations, see below.

1. Increased Personal Holidays

Explanation: UA employees would receive additional personal holidays for FY18

Justification: Done as part of the FY15 compensation increase, this option has been implemented before at UA. The additional days off can increase employee morale and personal health. These would be provided on a “use it or lose it” basis.

2. Employee Recognition Program

Explanation: A program similar to UAF’s policy on employee recognition, which allows for formal and informal recognition programs

[\(https://www.uaf.edu/chancellor/policy/04.05.001/\)](https://www.uaf.edu/chancellor/policy/04.05.001/)

Justification: Employee recognition programs can boost individual morale and allow for personalized recognition from supervisor to employee.

3. Loyalty/Retention Bonus

Explanation: An employee would receive a small bonus for achieving specified time-oriented milestones at the university, which could be over a fiscal year or set amount of months.

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Justification: A loyalty/retention bonus can be an incentive used to retain skilled employees, as well as increase morale among staff, and would not be as expensive as an across the board wage increase.

4. Non-mandatory Winter Closure

Explanation: Allow employees to work over the winter closure and make the winter break a soft closure

Justification: Requiring employees to use annual leave or leave without pay could create an undue burden to employees and limits their use of annual leave during the rest of the year.

5. Annual Leave Cash-In

Explanation: Prior to FY15, all employees were able to take advantage of the annual leave cash-in program. However, grade 80 and above employees are now no longer allowed to cash out any annual leave, regardless of how much they have available.

Justification: The criteria for when an employee is ineligible for the annual leave cash-in program is arbitrary in the sense that a grade 78 or 79 employee can earn more than a grade 80 or above, depending on their step levels. Allowing employees in grades 80 and above to take part in leave cash-in would show parity between grades.

The above recommendation was unanimously adopted by the Staff Alliance on the 3rd of May 2017.

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Nate Bauer, Chair