


**Staff Alliance**  
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To: James R. Johnsen, President

From: Kara Axx, Chair, Staff Alliance 

Cc: Keli Hite McGee, Chief Human Resource Officer  
Tara Ferguson, Compensation Director

Date: May 10, 2018

Re: FY19 Compensation Recommendations

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Due to the recent budget reductions, Staff Alliance is primarily recommending non-monetary compensation items for fiscal year 2019. Although it was agreed there was little likelihood of achieving a monetary compensation increase, the Staff Alliance and its Compensation Committee felt compelled on principle to request an increase.

The Alliance also reviewed and approved of the eight non-monetary ideas suggested by the Compensation Committee. For further explanation and justification of the compensation recommendations, please see below.

1. Monetary Increase – UA employees would receive 2% increase, half as an across-the-board increase and half as an in-grade step increase. UA employees did not receive a monetary increase in FY18. If UA continues to forgo monetary increases they are at risk of increasing employee dissatisfaction and low morale. There are also concerns of salary compression.
2. Additional Personal Days – Non-exempt staff have one permanently established personal day and exempt staff currently have one for use in FY18. We recommend that both groups be given a total of three personal days in FY19.
3. Endorsement of Flex Time – We ask that the president announce as publicly as possible his endorsement for allowing flexible time scheduling and work management at the discretion of the employee's supervisor and department. We recommend that this endorsement specifically mention this as a mechanism for early departure prior to holiday leave.

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4. Increased Layoff Notice for Non-Exempt Staff – Non-exempt staff currently receive only 30 days of notice prior to the termination of their position. We recommend that non-exempt staff be given three months of notice prior to termination.
5. Increased Communication for Term Employees – We request that an effort be made at the system level to increase communications with and between term employees and their supervisors as their contracts approach completion.
6. Pension Re-enrollment Option For Those Previously Excluded – From FY07-15 those employees enrolling in the PERS retirement plan were excluded from the university pension plan. We ask that this group of roughly 240 employees be given the option to enroll in the pension plan at this later date.
7. Additional Frequency and Amount of Leave Cash-In Allowed – We request that staff not be limited to a single cash-in event during any given fiscal period, and recommend three if a limit is needed. We also request that the amount of leave available for cash-in not be capped at 40 hours and recommend 120 if a limit is needed.
8. Increase Tuition Waiver – The employee education benefit currently allows regular employees a tuition waiver of up to eight credit hours per semester, three of which can be taken during working hours. The Alliance recommends that this be increased to nine credits a semester with four that can be taken during working hours. They also recommend the dependent age for tuition waivers be raised to 26.
9. Endorsement and Support for Process Improvement – We request UA system-level support for centers of excellence at the campuses managed perhaps through the UA Business Council if deemed appropriate with the potentiality to fund or reward individuals and departments that are successful at implementing these practices.

Feel free to contact me if you would like more information about these recommendations.