

Staff Alliance
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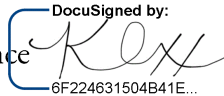
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MEMORANDUM

To: James R. Johnsen, President

Cc: Keli Hite McGee, Chief Human Resource Officer

From: Kara Axx, Chair, Staff Alliance

DocuSigned by:

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Date: July 31, 2018

Re: Clarification on the recent hold on individual pay increases

We are writing to you as a group to let you know of our concerns regarding the recent hold on pay increases as detailed in your June 19 memo to the chancellors.

The Staff Alliance understands that the intent of this moratorium on in-grade and reclassification increases is to preserve the data used for the ongoing compensation and pay equity study through the evaluation phase of the project. We respectfully ask for clarification on why the data must be held static, as well as why it isn't possible to control for increases during the analytics process.

The Staff Alliance would like to note there hasn't been an official announcement made yet to staff about the freeze. This lack of communication appears to be causing unnecessary denials, along with general unrest among staff. At this point in time, without any official announcement, rumors are starting to swirl.

It also appears as though there are different interpretations of allowable exceptions. Your June 19 memo states, "Exceptions may be granted on a case-by-case basis by UA HR to address immediate needs such as in-grade step adjustments, reclassifications of positions (to ensure employees are being paid equitably) or retention offers." However, some staff have been told this is a freeze on everything including in-grade step adjustments, position reclassifications and bonuses, and have been denied merit increases or been told their reclassification will have to wait until after the study is complete. Without system-wide guidance on compensation changes, supervisors and HR consultants across all campuses will have different ways of responding to the hold request. With no across the board increases for FY18 or FY19, many staff were hoping for adjustments in pay due to merit as well as increases for

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position reclassifications due to increases in job responsibilities. To deny these deserving employees for the hard work they perform on a daily basis seems unnecessary.

The Staff Alliance is also concerned about the vague end date to this hold. Your memo states requests should be held until Fall 2018; however, it is unclear if that means the start of the upcoming fall semester, the beginning of the fall season on September 21, or the end of autumn in December. A clear deadline would go a long way to assuage the uncertainties felt by staff at UA.

We bring your attention to these issues because we have received feedback from numerous employees at all campuses, and it is already clear to the Staff Alliance that this strategy is having a negative impact on staff morale, especially among employees who are doing an exceptional job or have taken on additional responsibilities.

The Staff Alliance respectfully asks for more guidance on this subject in the form of a system-wide communique to employees, many of whom are directly affected by this directive. We ask that your message to staff explain the situation and include a definitive end date. Further, Staff Alliance would like to request that staff who have been impacted by this freeze receive retroactive pay based on the date the changes would have been approved.