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August 31, 2018

TO: Josh Watts, Chair, UA Staff Alliance
Kara Axx, FY18 UA Staff Alliance Chair

FROM: James R. Johnsen, President

RE: FY19 and FY20 Staff Compensation

Thank you for providing the Staff Alliance FY19 and FY20 staff compensation recommendations. Unfortunately, years of declining budgets and increasing costs have had an impact on all of us.

Still, in recognition of the hard work of our staff, benefits such as personal days and annual leave cash-in have been expanded to include exempt employees along with non-exempt employees. In addition, the Board of Regents' [tuition waiver benefit regulations](#) were changed this year to remove the six-month employment requirement and minimum GPA requirement.

The university is currently conducting market analyses and a pay equity review for all staff, faculty, and executives as well as a peer benefits comparison. Staff Alliance recommendations will be considered by the compensation study advisory group when conducting their analyses. A comprehensive report on the good progress of this review will be provided to you in the coming weeks. I look forward to working with you on implementation of improvements to our compensation program.

With regard to recommendation 3, Endorsement of Flex Time, [R04.05.020. Employment Definitions E. 1. b.](#), provides for flexible working schedules for employees which do not exceed 40 hours in any work week. I encourage staff to work with their supervisors to explore this option as long as it does not cause a detrimental effect on normal university operations and/or hours of operation.

In reference to recommendations 5, Increased Communication for Term Employees and 9, Endorsement and Support for Process Improvement, the

Human Resources Council and the Business Council have made progress on these topics. I suggest that these recommendations be brought to the appropriate council by the staff governance representative.

We are committed to our employees and appreciate the hard work they do. I look forward to working with staff governance to see how we can improve our university.

Copy: Keli Hite McGee, UA Chief Human Resources Officer
Tara Ferguson, UA Compensation Director