

To: Staff Alliance
From: Compensation Committee
Date: January 25, 2017
Re: FY18 Recommendations

During the initial budget process for FY18, UA administration indicated they would not pursue a compensation increase for UA employees. From the outset, the Compensation Committee agreed there was little likelihood of achieving a monetary compensation increase and agreed to review and discuss non-monetary options. After meeting several times over the course of fall 2016, the Compensation Committee settled on six ideas to recommend to the Staff Alliance for FY18. The group explored many other options but found some to be problematic and others outright unfeasible. Below are the options that the Compensation Committee found to be the most practical based on the current fiscal environment.

- 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.

- 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/>)

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

- 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.

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.

- 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.

- Annual Leave Cash-Out

Explanation: Prior to FY15, all employees were able to take advantage of the annual leave cash-out 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-out 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-out would show parity between grades.

- Periodic Challenge to Address UA Problems

Explanation: This idea is similar to what is offered by companies such as [ideaconnection](#) and [InnoCentive](#). Challenge employees (staff and faculty) to come up with a solution to an ongoing UA problem, and offer a prize to whichever individual or group that solves it. Another possibility is for UA staff and faculty to also be allowed to submit a problem they have been working on to get outside help from the UA community.

Justification: Holding a common challenge would increase collaboration among UA employees and exposes the problem to a greater population with many different skill sets, which increases the probability that a solution is found. Additionally, the best solution can be chosen in the event that multiple solutions are found.