

**Staff Alliance Compensation Committee**  
**Report for Staff Alliance**  
**May 2016**

Present: Mike Cox, Maureen Hunt, Brad Krick, John Moore, Monique Musick, Gwenna Richardson, Michelle Warrenchuk, Liz Winfree

The committee met on April 20. We are scheduled to meet again on Wednesday, May 18.

**Sick Leave Bank:** The committee discussed sick leave donation differences between staff and faculty. At least one faculty union allows for a sick leave bank that faculty can donate leave to upon retirement.

The committee discussed options for staff to donate sick leave: Staff can most commonly donate leave in response to a solicitation for leave (the recipient is anonymous). However, after the meeting, John spoke with UAA HR and confirmed via email that there is an option for staff to donate sick leave without a recipient. However, the donated leave expires when an employee terminates from UA and is limited to 80 hours per pay period.

**End of Year Recommendations:**

Maureen shared a draft for the FY17 recommendation. The group agreed to review the recommendations before our next meeting. Brad is working on an FY18 recommendation but did not have a draft for the committee.

The group discussed the merits of asking for step increases during this period of financial hardship: should we be pursuing other compensation goals rather than raises? Other members pointed out that we should still ask for pay increase, but probably not an automatic step increase. Instead, we should ask that if there are any pay increases in FY17 or FY18, part should go to steps.

Michelle expressed interest in the shorter work week idea (37.5 hours), and Brad said that he would provide the work done by UAF's Planning and Budget Committee when they looked at that idea in 2014.