

Staff Alliance Compensation Committee
Report for Staff Alliance
December 2015

Present: Mike Cox, Maureen Hunt, Brad Krick, John Moore, Monique Musick, Gwenna Richardson

The committee met on December 9 from 10:00 to 11:00 AM.

Committee Goals:

The group talked about goals for the year. Brad would like the committee to focus on - in addition to the FY18 increase - the structure of UA's compensation system.

- Step increases: on paper, we have a step increase system that rewards longevity. In practice, UA has had only one step increase since FY09. Our increases have otherwise been across the board. Are we moving away from longevity? If so, what will compensation look like and how will we address concerns like new employees negotiating for better salary than current employees?
- Classification: We discussed how pay grades are set for different or similar jobs. The committee also discussed that community campus positions may have a wide range of duties but a lower pay grade than a specialist on one of the larger campuses.

FY18 Discussion:

The committee considered the FY18 compensation number and asked when the CBAs next come up for negotiation. The UNAC and Local 6070 CBAs end December 31 2016. United Academic - Adjuncts ends February 28 2017. UAFT ends December 31 2017. Since staff often receive coverage (in terms of compensation increases) from represented groups and the Legislative intent language is that there will be no pay increases in new CBAs, the end of the current CBAs could affect staff for FY18.

We also discussed the impact of Alaska's current budget situation and agreed that it would be best if we remained focused on arriving at a fair compensation number for staff for FY18.

Staff Benefit Rate:

The committee looked at the FY16 Fringe Benefit Forward Pricing Proposal. Current and past proposals are available online:

<http://www.alaska.edu/cost-analysis/negotiation-agreements/>

The staff benefit rate is expected to increase. We noted that there are not many things that we can control or reduce but that it is good for us to be aware of the changes over time.

Meeting Schedule:

Finally, the committee agreed on a schedule for FY16: every third Wednesday of the month, from 10:00 to 11:00 AM, with the last meeting in April or May.