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UNIVERSITY  
of ALASKA  
*Many Traditions One Alaska*

Date October 8, 2021  
To Juella Sparks, Chair, UA Staff Alliance  
From Pat Pitney, Interim President   
CC Michelle Rizk, VP University Relations  
Paul Layer, VP Academics, Students and Research  
David Bishko, Acting CHRO  
Sean Parnell, UAA Chancellor  
Daniel White, UAF Chancellor  
Karen Carey, UAS Chancellor  
  
Re Response to FY23 Compensation Recommendations

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Thank you to Staff Alliance for your August 31 memo with recommendations for FY23 compensation. I am very grateful for the talent and dedication of the UAF, UAA, UAS and the system office staff, especially in light of the years of budget cuts and the added strains of the COVID pandemic. I recognize that compensation adjustments alone cannot remove the strains, but they can help. My responses to specific Staff Alliance recommendations for compensation adjustments are included below.

***Institute a step increase for all staff and commit to reinstating annual step increases***

***Institute an annual cost of living adjustment for all staff***

Because recruiting and retaining talented staff is critical to the success of our academic, research and student programs, I will be including at least a 2% increase for staff compensation in the FY23 budget proposal that goes to the Board of Regents at the November meeting. This would be allocated between an across-the-board increase for all staff (at least 1%) and a funding pool for targeted recruitment and retention. I will also seek board approval for a compensation philosophy that recognizes the need for predictable, modest salary growth. An increase in state support will be necessary to implement this compensation increase - a 2% increase in staff compensation represents approximately \$8 million. My messaging for the budget request will be that this compensation adjustment is critical to the university's stability and delivering quality programs that help the state.

***Add Juneteenth or Indigenous People's Day as a UA Holiday***

I am open to adding one of these days as a paid holiday as a substitution for the personal holiday. With 12 paid holidays (including the personal holiday), the university's holiday leave is more generous than both the State of Alaska and the federal government; therefore, from a fiscal standpoint, I would like this change in holidays to be cost-neutral. The personal holiday is administratively burdensome, and substitution for a designated holiday would give the university community a common day to honor.

Because holidays are defined in university regulation and collective bargaining agreements, we would need to seek formal feedback from governance groups on this update. In addition, the changes would need to be negotiated with the four unions (faculty, adjuncts, crafts/trades, and firefighters). I will also

seek feedback from the chancellors and the provosts on this potential regulation update, as well as from the Alaska Native Success Initiative action teams at the three universities.

***Prioritize the reviewing of Position Descriptions across the board to ensure that employees are being fairly and equitably compensated for their work and education.***

UA HR agrees that a full review of position descriptions is needed. With more than 2,000 non-represented position descriptions, this project will likely need a third-party vendor to conduct the review. Over the next few months, UA HR will explore the possibilities, options and costs related to this contracted work. We will also explore a pay equity study. UA HR conducted such a study in 2018, looking for systematic pay disparities related to race and gender. While the results of that study are confidential, compensation adjustments were made as a result. With the significantly smaller employee body as a result of the successive years of budget cuts, it may be time to review pay equity again.