

Frequently Asked Questions Regarding Union Campaign Efforts at the University of Alaska:

Q. I received a flyer from ASEA comparing UA and State of Alaska (SOA) starting salaries. It showed the State's salaries as higher than the University's. Is that correct?

- A. Analysis shows that this was not an "apple to apple" comparison in two areas.
- The UA job classifications were not correctly matched to State of Alaska classifications.
 - UA policy allows considerable flexibility for setting salaries at a rate that reflects qualifications, market and equity. UA hires frequently start above the beginning of the pay range; SOA hires start at the first step of the salary range almost without exception.

When classifications were matched based on job duties, UA's average starting salary is higher than the SOA in most cases (see link below). For the Training & Development group, more analysis of the data is required.

Comparison of UA and SOA Starting Salaries -

<http://www.alaska.edu/files/classification/UA-SOA%20Starting%20Salary%20Comparison.pdf>

Q. Is it true that UA staff salaries have fallen behind the market?

- A. No. This is based on a 2009 salary survey conducted by the State of Alaska and published earlier this month. The survey shows that the majority of UA starting salaries consistently meet or exceed the market rate. The link below shows a market comparison for the same UA and SOA classifications described in the previous question. While this survey provides a lot of information, it focuses on starting salaries. For a more complete picture of the market, UA plans to conduct a broader survey.

UA/SOA Starting Salaries Compared to Market –

<http://www.alaska.edu/files/classification/UA-SOA%20Salaries%20Market%20Comparison.pdf>

Q. How do UA pay increases compare to those of other employers?

- A. A comparison of public employers in Alaska (see link below) show that UA's annual across-the-board increases have kept pace with or exceeded those other employers. This comparison also shows the type and frequency of other increases. Among these employers, UA has the greatest discretion for granting in-grade adjustments, bonuses and advanced starting salaries.

Across the Board Increases for Alaska Public Employers –

<http://www.alaska.edu/files/classification/ATB%20Increases%20Alaska%20Publ%20Employers%20FY09-11.pdf>