

Draft Resolution on Geographic Differentials introduced in the Faculty Senate on October 7, 2013

Whereas the State of Alaska in 2008, contracted the McDowell Group to do an extensive study on the cost of living for state employees that live in urban and rural communities across the state,

And whereas the Alaska Department of Administration used the McDowell study to address pay equity and implemented the recommendations regarding salary differentials for state employees,

And, whereas University of Alaska has not updated its own salary differential for the faculty and staff in many years,

And, whereas the University of Alaska Fairbanks has many employees that live in areas of the state where costs have increased significantly,

And, whereas the current pay differential in place by the University does not reflect the true costs of living for the employees that work for the University in a number of communities in Alaska,

And, whereas the effects of this disparity in pay equity has made it difficult for UAF to recruit and retain employees in many of our communities,

And whereas the Board of Regents Policy states in 04.05.060:  
*Geographic differentials may be established by University regulations and be based on the most recent state of Alaska geographic differential study,*

Therefore, be it resolved, that the UAF Faculty Senate goes on record urging the Board of Regents to adopt the salary differential recently implemented for state employees (from McDowell 2008 study) for the staff and faculty of the University.

C. Student Employees

Placement and movement for student employees will be established in the student employment regulation.

(06-20-97)

**R04.05.050. Performance Bonus**

The president or such person(s) as the president may designate may establish, from available resources, funds to be distributed as bonuses to meritorious employees in extraordinary circumstances, including those employees whose current pay is beyond the end of the salary schedule. Distribution of bonuses will be made in accordance with procedures established by the president or the president's designee(s).

(06-20-97)

**R04.05.060. Geographic Salary Differentials**

Geographic salary differentials in the university are based on the most current State of Alaska geographic differentials study. The rates are as follows (- = Base):

Aleutian Islands/Adak/Sand Point	27
Anchorage/Girdwood/Chugiak/Eagle River	-
Aniak/McGrath/Galena	30
Barrow/Kotzebue	42
Bethel	38
Bristol Bay/Dillingham	27
Cordova/Glenallen/Cooper Center	11
Delta Junction/Tok	16
Fairbanks	-
Ft. Yukon	42
Juneau	-
Kenai/Soldotna/Homer	-
Ketchikan	-
Kodiak	9
Nenana	20
Nome	34
Palmer/Wasilla	-
Seward	-
Sitka/Angoon	-
Skagway/Haines	5
Valdez	11
Yakutat	5

The president will adjust the listings as necessary. An employee whose differential would be reduced in implementing a change in geographic differentials will not have a reduction in rate of pay.

(12-25-94)