

Memry Dahl  
Chief Human Resources Officer



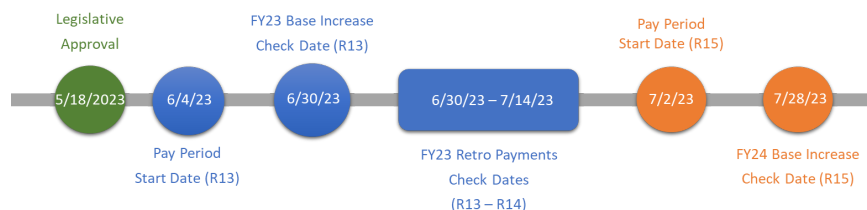
On Thursday, May 18, the Legislature passed the Supplemental and Operating budget, which means UA HR is now able to begin applying FY23 compensation increases, retroactive pay adjustments and FY24 compensation increases. We appreciate your patience as we work to get everyone's adjustments applied over the next several weeks.

Below, you will find details on what to expect as we apply the adjustments, and a timeline for when they are anticipated to be effective. If you have any questions, please contact UA Human Resources at [ua-hr@alaska.edu](mailto:ua-hr@alaska.edu).

### What to Expect

- **FY23 Base Increases** - Eligible adjunct faculty<sup>1</sup> who have an active job as of June 4, 2023 will be brought up to the minimum as required by the Collective Bargaining Agreement in their June 30, 2023 paycheck.
- **FY23 Retroactive Payments** - Eligible adjunct faculty who have an active job as of January 1, 2023 or later will receive a retroactive payment for the period of July 3, 2022, through June 3, 2023, as a **lump sum which is calculated based on actual wages paid**. The percent of wages reflected in the lump sum will be based on eligible jobs within that time period. If an employee transferred to a different job between July 3, 2022, and June 3, 2023, then the employee's lump sum payment is calculated based on wages earned in each eligible position held. The retroactive payments will be paid no later than July 14, 2023. If an employee has direct deposit, that is how the payment will be issued. If not, a paper check will be mailed.
- **FY24 Compensation Increases** - Effective July 2, 2023 salary minimums will be increased 2.75%. All eligible adjunct faculty who have an active job on July 2, 2023, will be moved to the new salary minimums and those increases will be reflected in their July 28, 2023 paycheck. Adjunct faculty who are off contract during the summer will see the 2.75% base salary increase reflected starting in Fall 2023 if they are below the minimum.

### Timeline



The University is committed to investing in our workforce now and into the future through competitive wages and benefits, while maintaining fiscal responsibility and sustainability.

### **The Background**

In February 2023, the Governor introduced a supplemental FY23 budget that includes salary increases for the current 2023 fiscal year. The supplemental budget includes the negotiated FY23 3% salary increase for faculty and an additional 1% increase for staff, fire fighters, and local 6070 bargaining unit members. These **increases could not be applied to base salaries until the Legislature granted the University the budgetary authority to do so**. Because the increases were to be effective at the beginning of the fiscal year that ends June 30, 2023, UA HR is working to apply both the increase to current salaries and also pay retroactively for the full 2023 fiscal year.

If you have any questions, please contact UA Human Resources at [ua-hr@alaska.edu](mailto:ua-hr@alaska.edu).

<sup>1</sup> *Includes the FT and FW employee classes*

*Notice attempt sent 5/19/23 via email to employee classes listed above*