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To: President Johnsen

From: Staff Alliance

Staff Alliance
Compensation Recommendation
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Justification: A loyalty/retention bonus can be an incentive used to retain skilled employees, as well as increase morale among staff, and would not be as expensive as an across the board wage increase.

4. Non-mandatory Winter Closure

Explanation: Allow employees to work over the winter closure and make the winter break a soft closure

Justification: Requiring employees to use annual leave or leave without pay could create an undue burden to employees and limits their use of annual leave during the rest of the year.

5. Annual Leave Cash-In

Explanation: Prior to FY15, all employees were able to take advantage of the annual leave cash-in program. However, grade 80 and above employees are now no longer allowed to cash out any annual leave, regardless of how much they have available.

Justification: The criteria for when an employee is ineligible for the annual leave cash-in program is arbitrary in the sense that a grade 78 or 79 employee can earn more than a grade 80 or above, depending on their step levels. Allowing employees in grades 80 and above to take part in leave cash-in would show parity between grades.

The above recommendation was unanimously adopted by the Staff Alliance on the 3rd of May 2017.

Nate Bauer, Chair