



## **Staff Alliance**

### **Motion 2016-01**

#### **Regarding Step Increases as Part of the Annual Compensation Increase**

##### **MOTION**

The University of Alaska Staff Alliance recommends the FY17 compensation increase be applied partially as a step increase and partially as a salary grid increase.

##### **RATIONALE**

Step increases and across-the-board increases were utilized up until FY2009, after which annual compensation increases were applied across-the-board (salary grid) without regular step increases. The loss of the step increase means loyal employees are not as likely to be rewarded for their longevity. Also, salary adjustment commonly only occurs at the initial salary negotiation, often resulting in salary compression between new and long-time employees.

**Approved by Staff Alliance the 1st DAY of JUNE 2016.**

DocuSigned by:  
  
\_\_\_\_\_  
Faye Gallant, Chair

Voting results as attested by Morgan Dufseth, Executive Officer

Yes: 7

No: 0

Abstained: 0

Absent: 1