

Staff Alliance Compensation Committee
Report for Staff Alliance
February 2016

Present: Mike Cox, Mae Delcastillo, Maureen Hunt, Brad Krick, John Moore, Michelle Warrenchuk, Elizabeth Winfree
Guest: Tara Ferguson

The committee met on Wednesday, February 17, from 10:00 to 11:15 AM. The meeting was held via a phone line audio conference. The only agenda item was a discussion with UA Compensation Director Tara Ferguson. Brad sent the following questions to Tara before the meeting:

1. Governor Walker's budget to the Legislature included funding for union employees but no funding for non-represented employees. What is UA's plan for FY17 and the previously requested 2.5% ATB increase for staff?
2. Are furloughs being discussed for FY17 and/or FY18? The committee has heard that systemwide furloughs are unlikely, but that campus or department-level furloughs are a possibility.
3. Between FY09 and FY16, non-represented staff have had one step increase (in FY12). What would it take to restart movement on our steps?
4. Are we taking any steps to address salary compression or inversion that is occurring as a result of a lack of step movement? New hires (when that becomes a possibility again) will come in at the same step or higher (because of negotiation) as current employees.
5. If we're moving away from automatic step increases, are we putting into resources into other forms of compensation, like bonuses or merit increases?

Tara answered the questions in order, with questions and comments from committee members.

1. No decision on the 2.5% increase at this point, with likely no announcement until June 2016 Board of Regents meeting.

A committee member asked about CBAs and their impact on staff salary. Tara said that the negotiations usually start in the spring/summer and that they do impact staff salary discussion.

2. Tara said that furloughs are being discussed, but not at her level. She agreed that furloughs are not a preferred tool of the current administration (Tom Langdon indicated this to the committee during the January meeting)..
3. With regard to step increases, Tara indicated that if we have a 2.5% increase, her recommendation is that it would be a split ATB and step increase.

