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**Staff Affairs Committee  
Meeting Minutes  
April 29, 2009**

Roll Call - Present: Mary Sue Dates, Brad Havel, Debra Hao, Heather Leavengood, Jenny Day, Kayt Sunwood, Marianne Freelong, Pips Veazey, Julie Carpenter, Jennifer Elhard

Absent:

Donna Resnick, Carol Shafford - Excused

**I. Approval of Agenda**

- a. The meeting was called to order at 2:00 p.m. The Agenda was approved.

**II Open Forum:**

**Staff Compensation**

- a. No items to discuss.

**Health Benefits / Associated Costs**

- a. UA employees were overcharged for insurance in 2006 which created a surplus. The surplus allowed UA to lower the insurance rates for 2007, 2008, 2009. Once the surplus is used up, UA employees will be required to pay higher rates. In addition, UA used to cover 93% of the insurance costs, which will now change to 83%. UA employees are required to pay the difference. The 4.5% salary increase won't cover the increase in health benefit fees. In addition to the increase in health benefit fees, there might also be a decrease in the actual benefits we receive.
- b. Several questions came up during the meeting:
  1. What are UA employees paying the most for in their health benefits?
  2. What are the highest expenditures?
  3. How much does WIN cost?
  4. What are the Blue Cross administrative cost?
  5. What would it cost to actually have
  - a. What do other universities do? The University of Hawaii might be a good university to look at. The task force needs to continue receiving comments. Need to keep this issue in the forefront of Staff Council.

**Staff Handbook**

- a. A draft of the handbook is currently available online at <http://www.uaf.edu/ces/reporting/handbook.html>. The handbook still has sections that need work. Need to make sure it doesn't get buried too deep on the University website.