

AGENDA
UAF STAFF COUNCIL #232
Wednesday, October 17, 2012
8:45-11:00AM
Wood Center-Carol Brown Ballroom

Audio Conference information: 1-800-893-8850, Participant PIN: 8244236

- 1. 8:45-8:50 CALL TO ORDER AND ROLL CALL**
 - A. Roll Call
 - B. Approval of Agenda for Staff Council Meeting #232
 - C. Approval of Minutes for Staff Council Meeting #231
- 2. 8:50-9:00 STATUS OF PENDING ACTIONS (none)**
 - A. Actions Approved (none)
 - B. Actions Denied (none)
 - C. Actions Pending (none)
- 3. 9:00-9:05 PUBLIC COMMENT**
- 4. 9:05-9:15 OFFICER REPORTS**
 - A. Juella Sparks, President
 - B. Claudia Koch, Vice President
- 5. 9:15-9:25 REMARKS BY CHANCELLOR ROGERS**
- 6. 9:25-9:35 GOVERNANCE REPORTS**
 - A. Jennifer Reynolds, President ó Faculty Senate
 - B. Mari Freitag, President ó ASUAF
- 7. 9:35-9:45 UNFINISHED BUSINESS**
 - A. Staff Council Odd Unit Election - Update
 - B. Health Care Benefit Update
 - C. Employee Tuition Benefit Update
 - D. Staff Resources Website Update
 - E. Compensation Increase Update
 - F. Grievance Process Review / Mediation Program Update
 - G. Y q o g pøu"Egpgvt"cpf"Qhhkeg"qh"Owvkwewvwtcn"Chhcktu" ("Fkxgtukv{"*QOCF+ Update
 - H. RISE Board Update
- 9:45-9:50 BREAK**
- 8. 9:50-10:05 NEW BUSINESS**
 - A. Reorganization Working Group
- 9. 10:05-10:15 GUEST SPEAKERS**

COMMITTEE REPORTS**10. 10:15-10:30 INTERNAL COMMITTEE REPORTS**

- A. Staff Affairs ó Mary Sue Dates
Has not met
- B. Rural Affairs ó Brad Krick
Attachment 232-3: October Committee Report
- C. Elections, Membership, and Rules ó Walker Wheeler
Attachment 232-1: Committee Report
- D. Advocacy Committee ó Debbie Gonzalez
Has not met

*Committee Chairs: Please forward your reports to uaf-staff-council@alaska.edu.

11. 10:30-10:40 EXTERNAL STATEWIDE COMMITTEE REPORTS

- A. Uvchh"Cmncpegøu"Uvchh"J gcnvj"Ectg"Eq o okvvgg"ó Gary Newman, Debbie Coxon, Mary Sue Dates (Alt), Debbie Gonzalez (alt)
Attachment 232-4: Meeting Notes from October 8, 2012
- B. Staff Annkpegøu"Eq o rgpucvkqp"Eq o okvvgg"ó Brad Krick and MaryAlice Short
Has not met

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12. 10:40-10:45 EXTERNAL UAF COMMITTEE REPORTS (In Written Format)

- A. Master Planning Committee (MPC) ó Gary Newman
Has not met
- B. Parking Advisory Committee (PAC) ó Britton Anderson
- C. Ejcpegmqtøu"Fkxgtukv{"Cevkqp"Eq o okvvgg"*EFCE+"ó Juella Sparks & Ross Imbler
- D. Ejcpegmqtøu"Rncppkpi"cpf"Dwfi"gv"Eq o okvvgg"ó Nichole Kloepfer
Has not met
- E. Ejcpegmqtøu"Cfxkuqt{"Eq o okvvgg"hqt"vjg"Pc okpi"qh"Campus Facilities ó Debbie Coxon
Has not met
- F. Accreditation Steering Committee ó Nichole Kloepfer
Has not met
- G. Meritorious Service Awards Committee ó Claudia Koch
Has not met
- H. Technology Advisory Board Committee (TAB) ó Walker Wheeler
Has not met
- I. Work-Life Balance Committee ó Walker Wheeler
Has not met
- J. Intercollegiate Athletic Council ó Debbie Coxon and Britton Anderson
- K. Rgqrngøu"Gpfqy o gpv"Committee ó Debbie Gonzalez

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13. 10:45-10:50 AD HOC COMMITTEE REPORTS

- A. Communications Committee ó John Clendenin, Jr.

Has not met

B. Staff Council 2013 Calendar Committee ó Brad Krick
Attachment 232-2: October Committee Report

*Committee Chairs: Please forward your reports to

EMR Meeting Notes

Calendar Committee Meeting

Wednesday, September 26

Present: Brad Krick (chair), Gary Newman, Claudia Koch

The calendar committee met and decided on a rough timeline:

- 1) Solicit photos via SC Reps and Alts, and choose a photo by mid-October (Oct 19)
- 2) Work on the calendar design with Wood Center Graphics and have it finalized before elections close (Nov 23).
- 3) Add new reps and contact information to the calendar and have it sent to Printing before the end of the year. We may or may not be able to wait until Dec 19.
- 1) We choose a photo by mid-October (Oct 19, perhaps). Gary has made a rough draft of an email that we can send to SC reps and alts, asking them to request photos from their constituents. We talked about a contest, but I don't think we have enough time to do that this year.
 - 2) Work on the design with Wood Center Graphics and have it finalized before elections close (Nov 23).
 - 3) Add new rep names and contact information to the calendar, and have it sent to Printing in time to print before the end of the year. We'll have to talk with Printing about this date - we may or may not be able to wait until the Dec 19 meeting and the final election results. Note: we didn't discuss leaving the contact information off of the 2013 calendar. My sense is that everyone liked it, so I had not considered removing it.

Photos are being shared between committee members by way of Dropbox. The committee will meet again during the week of Oct 19.

Rural Affairs Meeting
10/2/12

Attendance Ashley Munro, Evelyn (Bethel), Nichole Dufour, Robert Mackey, Travis

1. Geographic Differential Robert Mackey Chukchi Campus is losing faculty and staff to other companies with the state and other, pay is significantly higher and better/cheaper benefits. They have 6 full time staff members, and lost 2 because of the pay. Challenges may also exist for the recruiting process. Kotzebue has the highest cost of living in Alaska and staff are leaving. Bethel also has lost staff because of the lower pay.
 - a. TO DO: Collect numbers from other campuses may help support the need for the differential to be reviewed.
2. WIN for Alaska Program: Options are limited in rural Alaska for the offering of this program. What can be done to help offer this program to staff in rural Alaska.
3. Staff Appreciation Day The committee is looking for a part time liaison to serve on the committee. Position would include corresponding with staff outside of Fairbanks (Palmer, Anchorage, etc included).
 - a. TODO

MISC

Robert Mackey not running for reelection for Staff Council next year. He is trying to move to
 commitment to Staff Council.

Staff Health Care Committee

Special Meeting October 8th Meeting Notes Monday, October 8th

Attendees:

Melodee Monson-Chair, Constance Dennis, Gary Newman, Cat Williams, Maria Russell (alt), Gwenna Richardson, Elizabeth Williams, Mae Delcastillo (alt), Linda Hall, Heather Arana (alt), Monique Musick (alt), Erika Van Flein (ex officio).

Absent:

Maureen Hunt (alt), Ivan Leibbrandt

Topics:

a. Health Care Task Force Report

The Committee discussed each item suggested by the task

Integrated wellness program

This recommendation was discussed at length as to how to engage people to use IHP sessions. The SHCC showed fairly strong support for this recommendation. SHCC members like the education aspect being reevaluated but would like to also keep IHPs.

Annual wellness checkup and screenings

This recommendation was discussed favorably, and was tied to educating the plan users on how coding works (including prescriptions) and moving the wellness check up to a more mandatory item. The SHCC showed extremely strong support for this recommendation.

Wellness training

This recommendation suggests more training, as plan users are often not aware of options (including preventive benefits) available on our plan. The training would not have additional costs. The trainings would be scheduled and advertised. Schedule this option would

8 Q L Y H U V L W \ | V T Z - S H C C showed extremely strong support for this recommendation.

Overall campus wellness plan

This recommendation may be a gateway to move to a tobacco free campus. This option would probably be campus centered and driven by the Chancellors at each campus. The SHCC showed extremely strong support for this recommendation.

Patient Centered Medical Home

This recommendation would need provider involvement. At this time we do not have enough information to make a decision on this recommendation. There are questions about the logistics of this option at this time. The SHCC did not support this option due to questions regarding the logistics, cost and not having enough information on the recommendation.

Eliminate the 500 plan

There are questions on if eliminating this option would provide cost savings or not. The cost savings would come from administration rather than contributions. The cost savings would not be very great. The plan has a very low enrollment, and does not offer a great benefit to the employee. The SHCC showed strong support for this recommendation. A dissenting view believes if an employee wants to take the option for this plan at the higher cost to themselves they should have that option.

Opt-out options

There are issues with the Military Care plan and concern on how the plan would work with it. There is staff resistance to this option. The Alaska plan does not allow opt outs. Opt outs do affect the size of the pool and contribute to plan under recovery. The SHCC was split on this recommendation. Reasons for the split revolve around the state of Alaska not allowing opt outs and issues with other coverage such as the Care. The Committee feels it needs more information and to discuss this further.

Salary determines cost - Lockton and CC

The Committee was enlightened by the number of employees who make over \$100,000 per year. Part time employees pay the same premium, but receive a smaller wage. This recommendation L V F R Q V L G H U H G D U H D O 3 R X W R I W K H E R [' R S W L difference to the lower wage earned. The SHCC broke this recommendation into two pieces. The first piece deals with charging a higher rate to part time employees. The SHCC showed extremely strong support for this recommendation. The second piece deals with a sliding scale of employee contributions to the plan. The SHCC showed extremely strong support for this piece of the recommendation.

Medical travel

This recommendation could save the plan quite a bit of money, and offer employees a provider with more experience performing the service. This also opens up to preferred providers in areas where there are no preferred providers. This option may have an impact on local provider and encourage them to work more closely with Preferred World Medical. Another option that would make all arrangements, but you would not be able to choose where you were going. This option is different from Best Doctors and Employee Advocacy. The SHCC showed extremely strong support for this recommendation.

Rewards for healthy behavior: preferred pricing

This recommendation can be phased in over a year period. There are concerns regarding how this will work with HIPPA requirements. A third party could ensure compliance. The recommendation would not be based on outcomes until the next year. A smoking cessation plan could be placed here. The recommendation could be based on a point system. This is a more positive way to encourage healthy behavior. The SHCC showed extremely strong support for this recommendation.

Cost recovery sharing

Itemized bills must be requested. Sometimes it is difficult to get an itemized bill. Plan users would need to be educated on how to read bills. The SHCC showed extremely strong support for this recommendation, although we would like to have an easier availability of itemized bills.

Employee advocacy group

The SHCC has already passed a motion supporting the recommendation and therefore shows extremely strong support.

Spouse associated options

If spouses waive coverage to be on the UAA plan there would be a surcharge. If the plan is used as a secondary plan, or the spouse does not have other coverage there would be no surcharge. This recommendation was also divided into two pieces. The first piece deals with a spousal surcharge for the plan. The SHCC showed extremely strong support for this recommendation. It was felt spouses should be affected by the same incentives used in the preferred pricing recommendation. The second piece deals with spousal participation in the wellness plan. The SHCC showed extremely strong support for this recommendation.

Preferred care sites

There are questions regarding the logistics of this recommendation. Issues such as space, manning and cost need to be discussed. The SHCC felt this option could be viable in the right circumstances, but there is not enough information presented to take a stand. This may be something to look at in the future.

b. Other recommendations

The SHCC recommends that the plan look at increased employee costs for increased family size.