

ATTACHMENT #3
UAF STAFF COUNCIL #200
September 9, 2009
SUBMITTED BY GARY NEWMAN

Report to Staff Council

By Gary Newman

Staff Council rep on UAF Master Plan Committee

August 20, 2009

The UAF Master Plan Committee www.uaf.edu/mastplan/ serves as the advisory role to the chancellor for all development of the physical environment at UAF. Meeting notes are posted regularly following monthly or bi-weekly meetings. www.uaf.edu/mastplan/notes/

Updating Master Plan

With a recent change of Board of Regents policy 05.12.030 <http://www.alaska.edu/bor/policy/05-12.doc>, the Master Plan Committee has contracted with a consultant, Perkins and Will from Seattle, to update the UAF Master Plan this year.

- academic and research facilities – particularly on the North Campus
- support and outreach facilities
- auxiliary and living / learning facilities
- campus landscape framework – model landscapes, lawns, outdoor
- rooms, gateways, and streetscapes
- pedestrian and vehicular circulation, parking, and transit – shuttles,
- closed streets, and perimeter parking
- future land acquisition, disposition, easements or lease arrangements

- work will incorporate a focus on sustainability

I'd be happy to provide members with more information about their scope of work upon request. Perkins and Will have done their initial on-site scoping work done earlier this summer and will be back. Expect to hear more into the fall and early winter as they seek more expanded input from campus communities and individuals.

Moves, Construction, and New Buildings

A number of construction projects are on-going this summer. One that will continue through the winter is the west end of Arctic Health Research Bldg on the West Ridge. The former Virology animal quarters, it is requiring a substantial gutting to create more lab, teaching space and a freezer farm in the basement. The cost for this project is around \$10 mm. Other virology space vacated when they moved into their new building. There is still talk about a greenhouse attached to this wing to replace the old greenhouse that would have to move if the BIOS building is ever funded.

Some discussion was taking place to address multiple issues:

1. Skarland Hall plumbing drain lines have rotted through, making the building non-functional until fixed
2. The west wing of University Park Building heating system has failed. (occupied by TVC classrooms and Environmental Health and Safety.
3. Arctic Region Supercomputer Center was looking for more space to accommodate upcoming DoDefense contracts
4. Recommendations to get some of Admin Services back onto campus
5. Need to expand Engineering into the former Northern Forestry Bldg, now occupied by Cooperative Extension
6. Desire to vacate leased space Wells Fargo (Alaska Sea Grant, University Marketing) and 590 University (Facilities Design and Construction)
7. New building for the Energy Center to accommodate grant work awarded
8. Replace the UAF Fire Station which is structurally failing

Skarland Hall was considered for turning into offices for Admin Services, freeing space for Cooperative Extension, Sea Grant, and perhaps University Marketing to move into. Last we heard Skarland would remain as student housing, once repaired. We've received no further info on the other departments that would have been moving into the Admin Services Bldg.

ARSC talked about building in the parking lot of University Park, then later is looking at purchasing land next to the Admin Center on College Road.

The Fire Department was designated to have a new site constructed between the Nenana Parking lot and the abandoned Fairbanks St. Funding yet to be identified.

The Energy Center was originally looked at being built next to the Power Plant, but for engineering and soil contamination reasons, was last designated to go adjacent to the Fire Station. An option was shown to incorporate offices for Design and Construction as well.

The west wing of University Park will be operational until the end of fall 2009 semester then will be shut down. We have no idea where the occupants will be re-located at this time.

One of the considerations for ARSC when they were considering the U. Park site was to expand UAF presence into the ballfields used/leased by West Valley High School, as the property is owned by UA. The understanding is, if so, UAF would construct alternate ballfields for West Valley at UAF's cost. This site will be considered in the Master Plan update.

Circulation and Parking Subcommittee

This sub-committee of the Master Plan Committee has been lacking a chairman and hasn't met in the past year. The chancellor appointed a task force on parking to look more at the operational rather than big picture. I suspect that the high level look at parking on campus will be at least reviewed during the Master Plan update.

This concludes my report to Staff Council as their representative on the UAF Master Plan Committee.

ATTACHMENT #4
UAF STAFF COUNCIL #200
September 9, 2009
SUBMITTED BY Liz Guthier

Notes from the Staff Health Care Committee—from 7/9/09

Discussion began with the items that the Joint Health Care Committee would be working on. They are currently trying to set up a timeline to have presentations from specific vendors to the committee on options and recommendations. This includes Premiera Blue Cross on disease managements, ADP on dependent audits, and a pharmacy account rep to talk about recommended changes and to encourage generic drug use. The other thing the committee is focusing on is deciding what changes to make to the health care plan. All changes have to be decided on by December 31 so that there is enough time to project costs. This means that the Joint Health Care Committee has only five 2-hour meetings left to make these decisions.

The Joint Health Care Committee has put together a small sub-committee to consider the option of hiring a third party, ADP, to conduct an audit of dependents on the health care program. It is believed that 3-8% of the dependents on the UA health care plan shouldn't be on because they are no longer eligible. Part of this percentage includes teens and college students who have aged out but it also includes ex-spouses, nieces, nephews, etc. If ADP is hired to do this audit, they would send letters and request documentation to demonstrate eligibility of dependents. One thing still being considered is how the university would take action if someone is out of compliance with the plan. It would be difficult to start kicking people off the plan. Another thing to consider is that our health care plan costs are not premium driven so if ineligible dependents aren't making claims, it's not costing the university any money and, therefore, not raising health care costs. It's also being considered whether to change open enrollment so that people have to document life events. Nothing has been decided and the Joint Health Care Committee is looking for input on this topic.

The new vision program hasn't even been in place for a full year but as of now things seems to be going ok. The plan will be reconsidered in October to see how it's performing.

Caremark made a presentation to the Joint Health Care Committee about how to get more people shifting to the use of generic drugs over name brands in an effort to cut costs. During that presentation, Caremark mentioned that many companies have gone to a program in regards to maintenance medicine that after a certain number of refills, the medicine must be refilled through the mail. The Staff Health Care Committee had problems with that because of the unreliability of mail delivery in Alaska along with the difficulty of resolving errors if one is

made and the impact a mail system has on local pharmacies. Caremark also presented on step edits, which requires the use of a broad range of antibiotic before trying narrower, specific antibiotics. The Staff Health Care Committee raised concerns about this option because treatment decisions that should be made by the doctor and the patient would now be made by Caremark. The committee recognized that there is a challenge in encouraging people to talk with their doctors about getting generic drugs. The committee thought that people using the pharmacy plan need to see how it makes a difference in costs. Caremark suggested increasing the generic brand difference. This raised concern with the Staff Health Care Committee because the generic-brand structure was just implemented recently and more importantly, some drugs don't have a generic version or the generic version is less effective. The committee thought those people who have to take drugs without an effective generic version should not be penalized.

The decision from the Joint Health Care Committee on how to use the over recovery money from the health insurance was announced. The over recovery will be applied with \$4 million in FY '10. FY '11 is not concrete yet but it is estimated that it will be somewhere between \$2-3 million.

The Joint Health Care Committee is looking into doing an audit of the wellness program. The committee is still in discussions of who is going to do it and how it will be done. However, it was reported that biometrics and other health data has been improving for IHP participants.

Respectfully submitted,

Elizabeth Recchia

Notes from the Staff Health Care Committee—from 8/13/09

Since the last time that the Staff Health Care Committee met, the Joint Health Care Committee has set a time line for the upcoming year as to when they will make changes to the health care plan and the wellness program. Please see the chart at the end of these notes for the table listing those deadlines.

The Joint Health Care Committee is looking for suggestions to spend a \$300,000 pool of available money on a wellness incentive program. Whatever incentive program that is initiated, it'll be for employees only and has to be available to all employees, not just the main campuses. If you have any ideas for a way to spend this money, please let me know and I will pass it along to the Staff Health Care Committee.

Opinions are being solicited about the idea of a dependent audit. I'm looking for input from Staff Council to take back to the Staff Health Care Committee so that it can be reported to the Joint Health Care Committee when they make their decision on the dependent audit. If you have any input, please let me know.

The Staff Health Care Committee was going to discuss the wellness audit but the Joint Health Care Committee hasn't done anything with it yet. The Joint Health Care Committee will be discussing it on their August 18 meeting. Once they have discussed it, there will be more information available for the Staff Health Care Committee. **[Note:** After the Joint Health Care Committee met, the Staff Health Care received an email about the wellness audit presentation. Fall River Consultants gave a presentation at the Joint Health Care Committee meeting about auditing the wellness program. They were asked to look specifically at the wellness program but Fall River has a comprehensive package, a holistic approach, which takes into consideration the health care plan as well. Kristen Russell, who did the presentation on behalf of Fall River, researched UA and analyzed health and prescription claims prior to the presentation. Her initial findings found already found out some important things, like disease management isn't as effective as it could be. Overall, the Joint Health Care Committee was really impressed with the presentation and what Fall River Consultants could offer. They asked for her to put together some proposals as soon as possible.]

Discussion once again turned to possible changes in the pharmacy program. The Staff Health Care Committee tried to come up with ideas on how to encourage more health plan users to choose generics over name-brand medications whenever possible. The messages that are important to spread include that by using generic brands, money is saved on the pharmacy plan and to encourage health plan users to talk to their doctor about generic medication options. One idea that was suggested was to give all employees a card with questions to ask their doctor

at the appointment in regards to medication. However, concerns were again raised that the university needs to avoid implementing a system where health plan users are punished because they need a medication that don't have an effective, generic option. The Staff Health Care Committee has asked to be invited to an official presentation to more about this and to gather more information. Both the Staff Health Care Committee and the Joint Health Care Committee want to hear feedback from Staff Council on what they think about the possibility of pushing to switch to generic medications. Please let me know if you have any input.

Respectfully submitted,

Elizabeth Recchia

JHCC Timeline September 2009-June 2010

September 2009	JHCC discussion and review of health plan options JHCC Dependent eligibility audit discussion JHCC review of results from health risk assessments & IHPs
October 2009	JHCC discussion and review of health plan options JHCC discussion on the future of the deluxe plan and claims analysis tools
November 2009	Final design changes for medical, pharmacy, dental, and vision identified JHCC Seattle meeting with Blue Cross
December 2009	Plan changes for medical, pharmacy, dental, and vision finalized by 12/31 for FY11 implementation
January & February 2010	Communications to employees about upcoming plan changes JHCC Employee rate setting discussions for FY11
March 2010	Employee charges must be finalized by middle of March Final design changes to wellness program identified
Mid-April to Mid-May 2010	Open enrollment Wellness plan changes finalized by April 30, 2010 for FY11
May & June 2010	Communications to employees about wellness plan changes