

**Staff Health Care Committee****10/23/12****Meeting Notes by Gary Newman**

## Attendees:

- Melodee Monson, chair
- Elizabeth Williams
- Connie Dennis
- Linda Hall
- Gary Newman
- Deb Coxon
- Heather Arana
- Erika Van Flein – ex officio

1. Melodee gave a recap on the last Joint Health Care Committee meeting (JHCC). Gwenna Richardson was to be doing up notes soon. <https://www.alaska.edu/benefits/joint-health-care-committ/>
  - a. RFPs for UA health care services being evaluated, with medical, pharmacy, and vision decided by December 2012. Wellness and vision to follow.
  - b. Review of Health Care Task Force Report
    1. Eliminate 500 plan in FY 14
    2. Orthodontia benefits(from 500 plan) to the 750 plan
    3. Add Health Savings Account Plan – RFP is out.
    4. Spousal Surcharge, if other insurance waiving, for opting out only
    5. Opt out only if spouse is a UA employee
    6. Expand to 8 tiers of coverage, max up to 3 child charge per child
    7. Telemedicine RFP for consultation, not billable
    8. Patient Advocacy – e.g. Milwaukee based [www.patientcare4u.com/](http://www.patientcare4u.com/)
    9. Restructure Wellness Plan: 1) risk assess 2) action 3) healthier outcome – include spouse with preferred pricing with a 3<sup>rd</sup> party vendor
    10. Part time employees for benefit to 30 hours/week.
    11. Medical tourism, such as Satori for national or international. May be RFP in Dec 2012 with Premiera and others.
    12. On site clinic decided not feasible
2. GTP WIN – this is the last year, survey questions went to JHCC and made the difference this year.
3. Consider salary based cost of health care premiums to help lower salary employees who pay a higher percentage of salary toward health care
4. Erika van Flein was to be coming up with a communications plan for
  - a. Wellness
  - b. Note that HSA is different from FSA, pharmacy and medical are joined
  - c. What is deductible, out of pocket
  - d. Train the trainer to distribute the educational effort
  - e. How patient advocacy can help.

5. Best Doctors – 2<sup>nd</sup> opinion for major procedures and care: FY 11=\$43k, FY 12 = \$127
6. UA Administration committed to move from 83/17 to 82/12 split between premium cost to UA/employee
7. In FY 11, there were 61 claims over \$100k, 7 over \$400k. In FY 12, there were 64 claims over 100k, 2 over \$400k.
8. Discussion over method for SHCC to communicate with staff. Blogsite has some limitations, also referring to Staff Alliance. Website on ua is woefully out of date but may be able to be updated once UA hires to fill UA Governance office.
9. Next JHCC meetings Nov. 15 and Dec. 12, 2012 (face-face at UAA) These are closed meetings.
10. Next SHCC meetings Nov. 27 (9 am-10:30 am) and Dec. 18, 2012 audio conference and in Fairbanks at 212A Butrovich. These are open meetings.