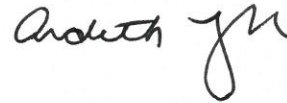




UNIVERSITY
of ALASKA
Many Traditions One Alaska

To: Abel Bult-Ito, Chair
Joint Health Care Committee

From: Ardith Lynch, Interim Chief Human Resources Officer



Date: March 2, 2016

Re: JHCC Motions from February 25, 2016

Thank you for your memo transmitting the motions from the Joint Health Care Committee meeting on February 25, 2016.

The following motions are hereby approved for the reasons stated in your memo:

Motions: The Joint Health Care Committee recommends that the University of Alaska Chief Human Resources Officer implement the FY17 employee contribution rate tables (attached) in which \$1 million of employee over recovery is used (Motion 16.1) to set the rates as displayed in Option A (Motion 16.2).

Thank you for your efforts and diligence to continue the productive work of the JHCC.

JOINT HEALTH CARE COMMITTEE

MEMORANDUM

DATE: February 25, 2016

FROM: Abel Bult-Ito, Chair - Joint Health Care Committee (JHCC)

SUBJECT: Motions as approved for your consideration following the 12-25-16 Meeting

TO: Ardith Lynch, University of Alaska Chief Human Resource Officer

Dear Ardith,

The Joint Health Care Committee (JHCC) met today, February 25, 2016, for a regular phone/video conference meeting.

Following substantive discussions, the JHCC passed the following motions for your consideration.

Motions: The Joint Health Care Committee recommends that the University of Alaska Chief Human Resources Officer implement the FY17 employee contribution rate tables (attached) in which \$1 million of employee over recovery is used (Motion 16.1) to set the rates as displayed in Option A (Motion 16.2).

Please provide a written response to the intent of motions 16.1 and 16.2 within the 20-day timeframe in accordance to the Collective Bargaining Agreements between the University and the Union represented groups.

Respectfully,



Abel Bult-Ito, Professor of Neurobiology
Chair Joint Health Care Committee

Cc: Local Union Presidents, Staff Alliance Chair, and JHCC members

University of Alaska
Fiscal Year 2016-2017 Employee Plan Rate Scenario
Base Annual Rates without surcharges

Line #	Headcount projection as of Feb 2016	FY16 Actual Rates	FY17 Proj Rates Option A	FY17 % Change	FY17 \$ Change	1M Option			FY17 Proj Rates Option C	FY17 % Change	FY17 \$ Change
						Proj Rates Option B	FY17 % Change	FY17 \$ Change			
750 Plan											
1	EE	\$2,264.00	\$2,266.00	0.09%	\$2.00	\$2,303.00	1.72%	\$39.00	\$2,344.00	3.47%	\$80.00
2	EE + SP	4,980.00	4,983.00	0.06%	\$3.00	5,065.00	1.71%	\$85.00	5,156.00	3.47%	\$176.00
3	EE + CH	3,396.00	3,398.00	0.06%	\$2.00	3,454.00	1.71%	\$58.00	3,516.00	3.47%	\$120.00
4	EE + 2CH	4,301.00	4,304.00	0.07%	\$3.00	4,374.00	1.70%	\$73.00	4,453.00	3.48%	\$152.00
5	EE + 3 or more CH	20	4,980.00	0.06%	\$3.00	5,065.00	1.71%	\$85.00	5,156.00	3.47%	\$176.00
6	EE + SP + 1CH	113	6,112.00	0.05%	\$3.00	6,216.00	1.70%	\$104.00	6,328.00	3.47%	\$216.00
7	EE + SP + 2CH	107	7,018.00	0.06%	\$4.00	7,137.00	1.70%	\$119.00	7,266.00	3.47%	\$248.00
8	EE + SP + 3 or more	67	7,696.00	0.05%	\$4.00	7,827.00	1.70%	\$131.00	7,967.00	3.46%	\$271.00
HDHP Plan											
9	EE	\$1,111.00	\$1,112.00	0.09%	\$1.00	\$1,130.00	1.71%	\$19.00	\$1,151.00	3.60%	\$40.00
10	EE + SP	2,444.00	2,446.00	0.08%	\$2.00	2,486.00	1.72%	\$42.00	2,531.00	3.56%	\$87.00
11	EE + CH	1,666.00	1,667.00	0.06%	\$1.00	1,695.00	1.74%	\$29.00	1,725.00	3.54%	\$59.00
12	EE + 2CH	2,111.00	2,113.00	0.09%	\$2.00	2,148.00	1.75%	\$37.00	2,186.00	3.55%	\$75.00
13	EE + 3 or more CH	18	2,444.00	0.08%	\$2.00	2,486.00	1.72%	\$42.00	2,531.00	3.56%	\$87.00
14	EE + SP + 1CH	169	2,999.00	0.07%	\$2.00	3,051.00	1.73%	\$52.00	3,105.00	3.53%	\$106.00
15	EE + SP + 2CH	189	3,443.00	0.06%	\$2.00	3,502.00	1.71%	\$59.00	3,565.00	3.54%	\$122.00
16	EE + SP + 3 or more	96	3,776.00	0.05%	\$2.00	3,841.00	1.72%	\$65.00	3,910.00	3.55%	\$134.00
CDHP Plan											
17	EE	\$761.00	\$762.00	0.13%	\$1.00	\$775.00	1.84%	\$14.00	\$789.00	3.68%	\$28.00
18	EE + SP	1,674.00	1,676.00	0.12%	\$2.00	1,703.00	1.73%	\$29.00	1,734.00	3.58%	\$60.00
19	EE + CH	1,142.00	1,143.00	0.09%	\$1.00	1,162.00	1.75%	\$20.00	1,183.00	3.59%	\$41.00
20	EE + 2CH	23	1,446.00	0.07%	\$1.00	1,471.00	1.73%	\$25.00	1,498.00	3.60%	\$52.00
21	EE + 3 or more CH	10	1,674.00	0.06%	\$1.00	1,703.00	1.73%	\$29.00	1,734.00	3.58%	\$60.00
22	EE + SP + 1CH	98	2,054.00	0.10%	\$2.00	2,090.00	1.75%	\$36.00	2,127.00	3.55%	\$73.00
23	EE + SP + 2CH	99	2,359.00	0.08%	\$2.00	2,400.00	1.74%	\$41.00	2,443.00	3.56%	\$84.00
24	EE + SP + 3 or more	58	2,587.00	0.08%	\$2.00	2,632.00	1.74%	\$45.00	2,679.00	3.56%	\$92.00

University of Alaska
Fiscal Year 2016-2017 Employee Plan Rate Scenarios
 Biweekly Rates (19 Payperiods)- Base Annual Rates without surcharges

Line #	Headcount projection as of Feb	FY16 Actual Rates	FY17 Proj Rates Option A	FY17 % Change	FY17 \$ Change	1M Option		FY17 % Change	FY17 \$ Change	FY17 Proj Rates	FY17 % Change	FY17 \$ Change	FY17 Proj Rates	FY17 % Change	FY17 \$ Change
						FY17 Proj Rates Option B	FY17 % Change								
"750" Plan															
1	EE	488	\$119.16		\$0.10		\$121.21	1.72%	\$2.05			\$123.37	3.53%	\$4.21	
2	EE + SP	307	\$262.11	0.08%	\$0.15		\$266.58	1.71%	\$4.47			\$271.37	3.53%	\$9.26	
3	EE + CH	108	\$178.74	0.06%	\$0.10		\$181.79	1.71%	\$3.05			\$185.05	3.53%	\$6.31	
4	EE + 2CH	51	\$226.37	0.07%	\$0.16		\$230.21	1.70%	\$3.84			\$234.37	3.53%	\$8.00	
5	EE + 3 or more CH	20	\$262.11	0.06%	\$0.15		\$266.58	1.71%	\$4.47			\$271.37	3.53%	\$9.26	
6	EE + SP + 1CH	113	\$321.68	0.05%	\$0.16		\$327.16	1.70%	\$5.48			\$333.05	3.53%	\$11.37	
7	EE + SP + 2CH	107	\$369.37	0.06%	\$0.21		\$375.63	1.69%	\$6.26			\$382.42	3.53%	\$13.05	
8	EE + SP + 3 or more	67	\$405.05	0.05%	\$0.21		\$411.95	1.70%	\$6.90			\$419.32	3.52%	\$14.27	
HDHP Plan															
9	EE	561	\$58.47	0.10%	\$0.06		\$59.47	1.71%	\$1.00			\$60.58	3.61%	\$2.11	
10	EE + SP	306	\$128.63	0.09%	\$0.11		\$130.84	1.72%	\$2.21			\$133.21	3.56%	\$4.58	
11	EE + CH	114	\$87.68	0.07%	\$0.06		\$89.21	1.74%	\$1.53			\$90.79	3.55%	\$3.11	
12	EE + 2CH	50	\$111.11	0.09%	\$0.10		\$113.05	1.75%	\$1.94			\$115.05	3.55%	\$3.94	
13	EE + 3 or more CH	18	\$128.63	0.09%	\$0.11		\$130.84	1.72%	\$2.21			\$133.21	3.56%	\$4.58	
14	EE + SP + 1CH	169	\$157.84	0.07%	\$0.11		\$160.58	1.74%	\$2.74			\$163.42	3.54%	\$5.58	
15	EE + SP + 2CH	189	\$181.21	0.06%	\$0.11		\$184.32	1.72%	\$3.11			\$187.63	3.54%	\$6.42	
16	EE + SP + 3 or more	96	\$198.74	0.05%	\$0.10		\$202.16	1.72%	\$3.42			\$205.79	3.55%	\$7.05	
CDHP Plan															
17	EE	256	\$40.05	0.15%	\$0.06		\$40.79	1.85%	\$0.74			\$41.53	3.70%	\$1.48	
18	EE + SP	84	\$88.11	0.11%	\$0.10		\$89.63	1.73%	\$1.52			\$91.26	3.58%	\$3.15	
19	EE + CH	38	\$60.11	0.08%	\$0.05		\$61.16	1.75%	\$1.05			\$62.26	3.58%	\$2.15	
20	EE + 2CH	23	\$76.11	0.07%	\$0.05		\$77.42	1.72%	\$1.31			\$78.84	3.59%	\$2.73	
21	EE + 3 or more CH	10	\$88.11	0.06%	\$0.05		\$89.63	1.73%	\$1.52			\$91.26	3.58%	\$3.15	
22	EE + SP + 1CH	98	\$108.11	0.09%	\$0.10		\$110.00	1.75%	\$1.89			\$111.95	3.55%	\$3.84	
23	EE + SP + 2CH	99	\$124.16	0.08%	\$0.10		\$126.32	1.74%	\$2.16			\$128.58	3.56%	\$4.42	
24	EE + SP + 3 or more	58	\$136.16	0.07%	\$0.10		\$138.53	1.74%	\$2.37			\$141.00	3.55%	\$4.84	

University of Alaska
Fiscal Year 2016-2017 Employee Plan Rate Scenario
 Biweekly Rates (26 Payperiods) - Base Annual Rates without surcharges

Line #	Headcount projection as of Feb 2016	FY16 Actual Rates	1M Option						FY17 Proj Rates Option C	FY17 % Change	FY17 \$ Change	
			FY17 Proj Rates Option A	FY17 % Change	FY17 \$ Change	FY17 Proj Rates Option B	FY17 % Change	FY17 \$ Change				
"750" Plan												
1	EE	488	\$87.08	\$87.15	0.08%	\$0.07	\$88.58	1.72%	\$1.50	\$90.15	3.53%	\$3.07
2	EE + SP	307	\$191.54	\$191.65	0.06%	\$0.11	\$194.81	1.71%	\$3.27	\$198.31	3.53%	\$6.77
3	EE + CH	108	\$130.62	\$130.69	0.05%	\$0.07	\$132.85	1.71%	\$2.23	\$135.23	3.53%	\$4.61
4	EE + 2CH	51	\$165.42	\$165.54	0.07%	\$0.12	\$168.23	1.70%	\$2.81	\$171.27	3.54%	\$5.85
5	EE + 3 or more CH	20	\$191.54	\$191.65	0.06%	\$0.11	\$194.81	1.71%	\$3.27	\$198.31	3.53%	\$6.77
6	EE + SP + 1CH	113	\$235.08	\$235.19	0.05%	\$0.11	\$239.08	1.70%	\$4.00	\$243.38	3.53%	\$8.30
7	EE + SP + 2CH	107	\$269.92	\$270.08	0.06%	\$0.16	\$274.50	1.70%	\$4.58	\$279.46	3.53%	\$9.54
8	EE + SP + 3 or more	67	\$296.00	\$296.15	0.05%	\$0.15	\$301.04	1.70%	\$5.04	\$306.42	3.52%	\$10.42
HDHP Plan												
9	EE	561	\$42.73	\$42.77	0.09%	\$0.04	\$43.46	1.71%	\$0.73	\$44.27	3.60%	\$1.54
10	EE + SP	306	\$94.00	\$94.08	0.09%	\$0.08	\$95.62	1.72%	\$1.62	\$97.35	3.56%	\$3.35
11	EE + CH	114	\$64.08	\$64.12	0.06%	\$0.04	\$65.19	1.73%	\$1.11	\$66.35	3.54%	\$2.27
12	EE + 2CH	50	\$81.19	\$81.27	0.10%	\$0.08	\$82.62	1.76%	\$1.43	\$84.08	3.56%	\$2.89
13	EE + 3 or more CH	18	\$94.00	\$94.08	0.09%	\$0.08	\$95.62	1.72%	\$1.62	\$97.35	3.56%	\$3.35
14	EE + SP + 1CH	169	\$115.35	\$115.42	0.06%	\$0.07	\$117.35	1.73%	\$2.00	\$119.42	3.53%	\$4.07
15	EE + SP + 2CH	189	\$132.42	\$132.50	0.06%	\$0.08	\$134.69	1.71%	\$2.27	\$137.12	3.55%	\$4.70
16	EE + SP + 3 or more	96	\$145.23	\$145.31	0.06%	\$0.08	\$147.73	1.72%	\$2.50	\$150.38	3.55%	\$5.15
CDHP Plan												
17	EE	256	\$29.27	\$29.31	0.14%	\$0.04	\$29.81	1.84%	\$0.54	\$30.35	3.69%	\$1.08
18	EE + SP	84	\$64.38	\$64.46	0.12%	\$0.08	\$65.50	1.74%	\$1.12	\$66.69	3.59%	\$2.31
19	EE + CH	38	\$43.92	\$43.96	0.09%	\$0.04	\$44.69	1.75%	\$0.77	\$45.50	3.60%	\$1.58
20	EE + 2CH	23	\$55.62	\$55.65	0.05%	\$0.03	\$56.58	1.73%	\$0.96	\$57.62	3.60%	\$2.00
21	EE + 3 or more CH	10	\$64.38	\$64.42	0.06%	\$0.04	\$65.50	1.74%	\$1.12	\$66.69	3.59%	\$2.31
22	EE + SP + 1CH	98	\$79.00	\$79.08	0.10%	\$0.08	\$80.38	1.75%	\$1.38	\$81.81	3.56%	\$2.81
23	EE + SP + 2CH	99	\$90.73	\$90.81	0.09%	\$0.08	\$92.31	1.74%	\$1.58	\$93.96	3.56%	\$3.23
24	EE + SP + 3 or more	58	\$99.50	\$99.58	0.08%	\$0.08	\$101.23	1.74%	\$1.73	\$103.04	3.56%	\$3.54