December 28, 2011

Dear University Employee:

You may have received communications from ASEA/AFSCME, Local 52 discrediting the university’s health care package. Health care is a benefit. For that reason I want to address the components of the university’s benefits.

Health care is one of the many benefits offered to employees. The combination of salary and benefits is your total compensation package. The total compensation package is comprised of a wide range of benefits. The package includes:

- Base salary
- Health care (medical, preventive, pharmacy, vision, dental, flexible spending account)
- Wellness (fitness classes, health screenings, individual health coaching, online health training)
- Education (SkillSoft, tuition benefit for employee and dependents)
- Geographic differential (if applicable)
- Leave (annual, sick, holiday, personal day, parental, leave sharing, leave cash out)
- Insurance (life insurance, long term disability)
- Retirement (tax-deferred annuities, employer contribution to PERS or ORP, UA Pension plan)
- Employee assistance program (counseling, financial advice, legal advice, etc...)

Additional benefits may accrue depending on your location. Notwithstanding ASEA’s claims, any changes to your total compensation package are negotiable. Consequently, it is disingenuous for ASEA to predict the outcome of negotiations, if it comes to that.

Enclosed is a current total compensation chart for non-exempt employees enrolled in PERS Tier III retirement. The chart provides you with a visual example of your benefits provided by the university. Charts for staff with ORP and PERS Tier IV and exempt staff in each retirement plan are posted on the UA Human Resources Classification and Compensation website. You can access those documents by going to www.alaska.edu/hr then clicking on the “Classification and Compensation” tab. The charts are located under “Compensation Information.”

If you have any questions or concerns please contact Labor and Employee Relations at (907) 450-8230.

Sincerely,

Donald Smith
Executive Director

Enclosure (as noted)
Example: Non-Exempt Staff earning $42,000 with UA's PERS (Tier III) and UA Pension
Total Compensation $78,927.86

Salary and Benefit Components as a percentage of Total Compensation:

*Other employment costs include: Unemployment, Workers Comp, Medicare, Consulting and Employee Assistance Program.

**Other benefits include: Tuition, Life, and Long Term Disability.

Assumption is that employee selected PERS with pension.