



UNIVERSITY
of ALASKA
Many Traditions One Alaska

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

From: Ardith Lynch, Interim Chief Human Resources Officer

A handwritten signature in black ink, appearing to read "Ardith Lynch".

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	1M Option				1M Option				
			FY17 Proj Rates Option A	FY17 % Change	FY17 \$ Change	FY17 Proj Rates Option B	FY17 % Change	FY17 \$ Change	FY17 Proj Rates Option C	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	4,980.00	4,983.00	0.06%	\$3.00	5,065.00	1.71%	\$85.00	5,156.00	3.47%	\$176.00
6	EE + SP + 1CH	6,112.00	6,115.00	0.05%	\$3.00	6,216.00	1.70%	\$104.00	6,328.00	3.47%	\$248.00
7	EE + SP + 2CH	7,018.00	7,022.00	0.06%	\$4.00	7,137.00	1.70%	\$119.00	7,266.00	3.47%	\$248.00
8	EE + SP + 3 or more	7,696.00	7,700.00	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	2,444.00	2,446.00	0.08%	\$2.00	2,486.00	1.72%	\$42.00	2,531.00	3.56%	\$87.00
14	EE + SP + 1CH	2,999.00	3,001.00	0.07%	\$2.00	3,051.00	1.73%	\$52.00	3,105.00	3.53%	\$106.00
15	EE + SP + 2CH	3,443.00	3,445.00	0.06%	\$2.00	3,502.00	1.71%	\$59.00	3,565.00	3.54%	\$122.00
16	EE + SP + 3 or more	3,776.00	3,778.00	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	1,446.00	1,447.00	0.07%	\$1.00	1,471.00	1.73%	\$25.00	1,498.00	3.60%	\$52.00
21	EE + 3 or more CH	1,674.00	1,675.00	0.06%	\$1.00	1,703.00	1.73%	\$29.00	1,734.00	3.58%	\$60.00
22	EE + SP + 1CH	2,054.00	2,056.00	0.10%	\$2.00	2,090.00	1.75%	\$36.00	2,127.00	3.55%	\$73.00
23	EE + SP + 2CH	2,359.00	2,361.00	0.08%	\$2.00	2,400.00	1.74%	\$41.00	2,443.00	3.56%	\$84.00
24	EE + SP + 3 or more	2,587.00	2,589.00	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	1M Option				FY17 Proj Rates	FY17 % Change	FY17 % Change	FY17 Proj Rates	FY17 % Change	FY17 % Change
			FY17 Proj Rates Option A	FY17 % Change	FY17 % Change	FY17 Proj Rates Option B						
"750" Plan												
1	EE	\$119.16	\$119.26	0.08%	\$0.10	\$121.21	1.72%	\$2.05	\$123.37	3.53%	\$4.21	
2	EE + SP	\$262.11	\$262.26	0.06%	\$0.15	\$266.58	1.71%	\$4.47	\$271.37	3.53%	\$9.26	
3	EE + CH	\$178.74	\$178.84	0.06%	\$0.10	\$181.79	1.71%	\$3.05	\$185.05	3.53%	\$6.31	
4	EE + 2CH	\$226.37	\$226.53	0.07%	\$0.16	\$230.21	1.70%	\$3.84	\$234.37	3.53%	\$8.00	
5	EE + 3 or more CH	\$262.11	\$262.26	0.06%	\$0.15	\$266.58	1.71%	\$4.47	\$271.37	3.53%	\$9.26	
6	EE + SP + 1CH	\$321.68	\$321.84	0.05%	\$0.16	\$327.16	1.70%	\$5.48	\$333.05	3.53%	\$11.37	
7	EE + SP + 2CH	\$369.37	\$369.58	0.06%	\$0.21	\$375.63	1.69%	\$6.26	\$382.42	3.53%	\$13.05	
8	EE + SP + 3 or more	\$405.05	\$405.26	0.05%	\$0.21	\$411.95	1.70%	\$6.90	\$419.32	3.52%	\$14.27	
HDHP Plan												
9	EE	\$58.47	\$58.53	0.10%	\$0.06	\$59.47	1.71%	\$1.00	\$60.58	3.61%	\$2.11	
10	EE + SP	\$128.63	\$128.74	0.09%	\$0.11	\$130.84	1.72%	\$2.21	\$133.21	3.56%	\$4.58	
11	EE + CH	\$87.68	\$87.74	0.07%	\$0.06	\$89.21	1.74%	\$1.53	\$90.79	3.55%	\$3.11	
12	EE + 2CH	\$111.11	\$111.21	0.09%	\$0.10	\$113.05	1.75%	\$1.94	\$115.05	3.55%	\$3.94	
13	EE + 3 or more CH	\$128.63	\$128.74	0.09%	\$0.11	\$130.84	1.72%	\$2.21	\$133.21	3.56%	\$4.58	
14	EE + SP + 1CH	\$157.84	\$157.95	0.07%	\$0.11	\$160.58	1.74%	\$2.74	\$163.42	3.54%	\$5.58	
15	EE + SP + 2CH	\$181.21	\$181.32	0.06%	\$0.11	\$184.32	1.72%	\$3.11	\$187.63	3.54%	\$6.42	
16	EE + SP + 3 or more	\$198.74	\$198.84	0.05%	\$0.10	\$202.16	1.72%	\$3.42	\$205.79	3.55%	\$7.05	
CDHP Plan												
17	EE	\$40.05	\$40.11	0.15%	\$0.06	\$40.79	1.85%	\$0.74	\$41.53	3.70%	\$1.48	
18	EE + SP	\$88.11	\$88.21	0.11%	\$0.10	\$89.63	1.73%	\$1.52	\$91.26	3.58%	\$3.15	
19	EE + CH	\$60.11	\$60.16	0.08%	\$0.05	\$61.16	1.75%	\$1.05	\$62.26	3.58%	\$2.15	
20	EE + 2CH	\$76.11	\$76.16	0.07%	\$0.05	\$77.42	1.72%	\$1.31	\$78.84	3.59%	\$2.73	
21	EE + 3 or more CH	\$88.11	\$88.16	0.06%	\$0.05	\$89.63	1.73%	\$1.52	\$91.26	3.58%	\$3.15	
22	EE + SP + 1CH	\$108.11	\$108.21	0.09%	\$0.10	\$110.00	1.75%	\$1.89	\$111.95	3.55%	\$3.84	
23	EE + SP + 2CH	\$124.16	\$124.26	0.08%	\$0.10	\$126.32	1.74%	\$2.16	\$128.58	3.56%	\$4.42	
24	EE + SP + 3 or more	\$136.16	\$136.26	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 A	FY17 % Change	FY17 \$ Change	FY17 Proj Rates Option B	FY17 % Change	FY17 \$ Change	FY17 Proj Rates Option C	FY17 % Change	FY17 \$ Change			
"750" Plan														
1	488	\$87.08	\$87.15	0.08%	\$0.07	\$88.58	1.72%	\$1.50	\$90.15	3.53%	\$3.07	\$198.31	3.53%	\$6.77
2	307	\$191.54	\$191.65	0.06%	\$0.11	\$194.81	1.71%	\$3.27	\$198.31	3.53%	\$6.77	\$135.23	3.53%	\$4.61
3	108	\$130.62	\$130.69	0.05%	\$0.07	\$132.85	1.71%	\$2.23	\$132.85	3.53%	\$4.61	\$171.27	3.54%	\$5.85
4	51	\$165.42	\$165.54	0.07%	\$0.12	\$168.23	1.70%	\$2.81	\$168.23	3.53%	\$6.77	\$198.31	3.53%	\$6.77
5	20	\$191.54	\$191.65	0.06%	\$0.11	\$194.81	1.71%	\$3.27	\$194.81	3.53%	\$6.77	\$243.38	3.53%	\$8.30
6	113	\$235.08	\$235.19	0.05%	\$0.11	\$239.08	1.70%	\$4.00	\$239.08	3.53%	\$8.30	\$279.46	3.53%	\$9.54
7	107	\$269.92	\$270.08	0.06%	\$0.16	\$274.50	1.70%	\$4.58	\$274.50	3.52%	\$10.42	\$306.42	3.52%	\$10.42
8	67	\$296.00	\$296.15	0.05%	\$0.15	\$301.04	1.70%	\$5.04	\$301.04					
HDHP Plan														
9	561	\$42.73	\$42.77	0.09%	\$0.04	\$43.46	1.71%	\$0.73	\$43.46	3.60%	\$1.54	\$97.35	3.56%	\$3.35
10	306	\$94.00	\$94.08	0.09%	\$0.08	\$95.62	1.72%	\$1.62	\$95.62	3.54%	\$2.27	\$84.08	3.56%	\$2.89
11	114	\$64.08	\$64.12	0.06%	\$0.04	\$65.19	1.73%	\$1.11	\$65.19	3.53%	\$4.07	\$97.35	3.55%	\$4.70
12	50	\$81.19	\$81.27	0.10%	\$0.08	\$82.62	1.76%	\$1.43	\$82.62	3.55%	\$5.15	\$150.38	3.55%	\$5.15
13	18	\$94.00	\$94.08	0.09%	\$0.08	\$95.62	1.72%	\$1.62	\$95.62					
14	169	\$115.35	\$115.42	0.06%	\$0.07	\$117.35	1.73%	\$2.00	\$117.35					
15	189	\$132.42	\$132.50	0.06%	\$0.08	\$134.69	1.71%	\$2.27	\$134.69					
16	96	\$145.23	\$145.31	0.06%	\$0.08	\$147.73	1.72%	\$2.50	\$147.73					
CDHP Plan														
17	256	\$29.27	\$29.31	0.14%	\$0.04	\$29.81	1.84%	\$0.54	\$29.81	3.69%	\$1.08	\$66.69	3.59%	\$2.31
18	84	\$64.38	\$64.46	0.12%	\$0.08	\$65.50	1.74%	\$1.12	\$65.50	3.60%	\$1.58	\$57.62	3.60%	\$2.00
19	38	\$43.92	\$43.96	0.09%	\$0.04	\$44.69	1.75%	\$0.77	\$44.69	3.59%	\$2.31	\$66.69	3.59%	\$2.31
20	23	\$55.62	\$55.65	0.05%	\$0.03	\$56.58	1.73%	\$0.96	\$56.58	3.59%	\$2.31	\$81.81	3.56%	\$3.23
21	10	\$64.38	\$64.42	0.06%	\$0.04	\$65.50	1.74%	\$1.12	\$65.50	3.56%	\$3.23	\$93.96	3.56%	\$3.23
22	98	\$79.00	\$79.08	0.10%	\$0.08	\$80.38	1.75%	\$1.38	\$80.38	3.56%	\$3.23	\$103.04	3.56%	\$3.54
23	99	\$90.73	\$90.81	0.09%	\$0.08	\$92.31	1.74%	\$1.58	\$92.31					
24	58	\$99.50	\$99.58	0.08%	\$0.08	\$101.23	1.74%	\$1.73	\$101.23					