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Date: February 3, 2026

To: Jill Dumesnill, JHCC Chair

From: Nickole Conley, CHRO

Nickole Conley

CC: Jeffrey Culley, Local 6070
Joy Beth Cottle, Fire Fighters Association
Luke Fulp, UA Vice President & CFO
Heather Arana, UA Director of Benefits and Compensation

Re: JHCC recommendation of January 21, 2026

As required under Article 16.1.c of the United Academics Collective Bargaining Agreement, I am writing in response to the Joint Health Care Committee's (JHCC) written recommendation forwarded by the Chair of the JHCC, Jill Dumesnill.

At the committee meeting on January 21, 2026, the JHCC passed a motion recommending that the University of Alaska implement on-campus biometric screenings for plan participants for the FY27 plan year.

After review, I am approving the JHCC's recommendation to resume on-site biometric screenings for FY27. UA HR Benefits will work in coordination with appropriate campus and vendor partners to begin planning and implementation consistent with this recommendation.

In accordance with Article 16.1.c, this memo serves as the CHRO's written decision.

Thank you to the Committee for its continued work supporting the health and wellness of plan participants across the University of Alaska system.