

# Classified Council Agenda

Thursday, February 14<sup>th</sup>, 2008  
8:30 – 10:00 a.m.  
ADM 204  
Access Number 1-800-893-8850  
Meeting Number 7730925

- I. Call to Order
- II. Introduction of Members and Guests

	Megan Carlson, President *		E	Kim Heidemann
	Melodee Monson, Vice President			Lois Hall*
	Kathy Smith**, Secretary			Marilyn Borell
	Anna Cook		R	Meagan Zimplemann
	Brenda Henderson *			Robin Inman
	Vacant			Sandra Barclay
	Craig Mead			Susan Hviid
	Lisa Sparrell			Sherry Trumpower
	Fannie Slaten**			Thia Falcone
	Jennifer Krumanaker			Timea Webster
E	Judi Spry**			Xiomara Owens
	Kim Stanford *			Mat-Su Rep. Vacant

Assembly Reps \*
Alternate Assembly Reps \*\*

- III. Approval of Agenda (pg. 1-2)
- IV. Approval of Summary (pg. 3-5)
- V. Reports
  - A. President (pg. 6-7)
  - B. Staff Alliance
  - C. UAA Assembly
  - D. Diversity Action Council
  - E. Campus Safety Committee
  - F. Sustainability
  - G. Student Success Task Force for 2007-2008 - Lois Hall
  - H. Faculty Staff Association
- VI. Old Business
  - A. Ad Hoc Events Committee
  - B. Assembly Representatives (Community Campuses and Alternates)
    - 1)Community Campus representative
    - 2)Replacement Anchorage representative (pg. 8)  
Anchorage replacement for Carol Bannock; temporary Anchorage replacement for Kim Heidemann; replacements for KPC and MSC vacancies
  - C. Staff Development Day
  - D. Chancellor's Awards for Excellence

- VII. New Business
  - A. Carbon reduction planning – Margaret King (pg. 9-10)
  
- VIII. Information Items
  - A. Speaking to legislators video  
[http://greenandgold.uaa.alaska.edu/media/speaking\\_to\\_legislators.mov](http://greenandgold.uaa.alaska.edu/media/speaking_to_legislators.mov)
  - B. Health Care (pg. 11-13)
  - C. Staff Make Students Count Award  
<http://edit.uaa.alaska.edu/governance/upload/Staff-Make-Students-Count-Award-Nomination-Form.pdf>
  - D. Community Campaign results
  - E. Resignation: Meagan Zimplemann from KPC
  
- IX. Adjourn

# Classified Council Summary

Thursday, December 6<sup>th</sup>, 2007

8:30 – 10:00 a.m.

ADM 204

PWSCC- Instruction Board Room

KODIAK- Campus Center 127

Access Number 1-800-893-8850

Meeting Number 7730925

I. Call to Order

II. Introduction of Members and Guests

X	Megan Carlson, President *	E	Kim Heidemann
X	Melodee Monson, Vice President	X	Lois Hall**
X	Kathy Smith, Secretary	X	Marilyn Borell
X	Anna Cook	X	Meagan Zimplemann
E	Brenda Henderson *		Robin Inman
R	Carol Bannock	E	Sandra Barclay
X	Craig Mead	X	Susan Hviid
X	Lisa Sparrell		Sherry Trumpower
X	Fannie Slaten	X	Thia Falcone
X	Jennifer Krumanaker		Timea Webster
X	Judi Spry	X	Xiomara Owens
X	Kim Stanford *		Mat-Su Rep. Vacant

Assembly Reps \*

Alternate Assembly Reps \*\*

III. Approval of Agenda (pg. 1-2)

Changes:

Community Campaign runs through December 13th

Remove Carol Bannock from the roster, she has resigned.

Addition under Old Business:

Nominations for replacement for Carol Bannock's seat.

**Approved**

IV. Approval of Summary (pg. 3-5)

**Approved**

V. Reports

A. President (pg. 6-7)

●Update on Board of Regents

Discussion about parking garage and loop road

Concerns about the land were resolved

B. Staff Alliance

Update: Child Care in the UA system. Surveys can still be sent to Megan Carlson.

C. UAA Assembly

D. Diversity Action Council

Activities for Civil Right Day

Discussion of upcoming grants: changing language of grants

E. Campus Safety Committee

F. Sustainability

- John Dede is working on revising the Sustainability report and office.
- Meeting with John Stanton, musher and arctic observer, was a success.
- Student Sustainability Club: activity coming up, "Focus the Nation", Jan 30<sup>th</sup> in The Commons.

G. Student Success Task Force for 2007-2008- Lois Hall

Find ways to improve students' placement, advising and testing.

You are encouraged to make recommendations to the Provost.

H. Faculty Staff Association

- Postcards campaign went well. 300 post cards were requested.
- Meeting with Senator French tomorrow to discuss legislature.  
Coming up: campaign to the legislature
- Discussion about supporting a second lobbyist to focus on South-central Alaska.

VI. Old Business

A. Ad Hoc Events Committee

Clothing drive going on, on campus, through December 14<sup>th</sup>.

December 17<sup>th</sup> in ADM 204 at 10 am: sorting and delivering to Willow Crest Elementary

B. Staff Development Day

Possible changes to UAA Staff development day.

Concerns: cost/ timing & scheduling/ half-day or full day/sensitive topic for employees (training opportunity) / morale: seeing & meeting people.

Need to make recommendations to Chancellor Ulmer.

C. Chancellor's Awards for Excellence

D. Assembly Representatives (Community Campuses and Alternates)

Lois Hall has moved on a regular position on the assembly

1) Community Campus representative

2) Replacement Anchorage representative

Representatives: Megan Carlson, Lois Hall, Kim Stanford, Brenda Henderson.

Alternates: Kathy Smith, Judie Spry and Fannie Slaten

Need to find someone to participate during Kim Heidemann's absence.

VII. New Business

A. Health Care Update- Mike Humphrey (pg. 8-23)

Committee composed by representatives from each of the MAUs has been meeting every month. Main Health Care issue discussed: share of employee to employer ratio. The University is trying to shift the 80 % employer, 20 % employee ratio. (Megan Carlson)

Health Care in Alaska is going up 14.15 %. Impact on the UAA employees. Pre-emptive steps to slow it down: new pharmacy vendor, new funding relationship, self-insured plan, multi- dimensional care, disease management, acute care, wellness enhancements.

20% of the population is "ill" / 80 % needs to stay healthy.

- Solutions:

Need to impact life style issues

Make a larger price differentiation between generic and name brands.

- Questions/ concerns:

Reshape the vision plan. Need to enhance the vision exam and pick up conditions earlier.

- Changes based on Union Agreement:

ACCFT mediation still at table

- Employee orientation:

CD being made with instruction. Link will be posted online.

- Retail/ mail order:

Mail order issues- 90 days/ 30 days

Specialty medication concern- 30 day supply limit.

140 people out of 10, 000 use specialty medication.

- Wellness plan:

Started in 2000 through seminars and telephone coaching.

3<sup>rd</sup> Health Risk assessment

Meeting in January to evaluate results

Problem with telephone coaching in the past. As a consequence,

telephone coaching has been substituted by "on site" personal coaching.

Method of reward in order to modify people's behavior and living habits.

B. Classified Council meeting calendar revision

No January meeting.

February meeting (Board of Regents Meeting in Juneau conflict) moved to February 14<sup>th</sup>.

VIII. Information Items

A. Community Campaign [UBay Auction](#) runs through December 13<sup>th</sup>  
Collected over 50% higher than last year in giving.

B. Chancellor's Holiday Gathering December 14<sup>th</sup> 3:00-5:00 at the Commons

All faculty and staff are invited.

C. Performance Metrics Report

<http://www.uaa.alaska.edu/communitypartnerships/performance-measures.cfm>

D. Additional information

Chancellor Awards for Excellence. Cabinet is going to make recommendation.

Find ways to increase attendance. Process for selecting the award takes time.

IX. Adjourn

Adjourned @ 10.03 am

## **Classified Council President's Report, February 2008**

### **Staff Alliance**

#### Advocacy

Staff Alliance will travel to Juneau on February 27<sup>th</sup> and 28<sup>th</sup> to meet with legislators and advocate on behalf of the university. We will be bringing a community campus representative from each MAU. Thia Falcone, who represents Kodiak College on our Classified Council, will be joining us.

Kim Stanford and Melodee Monson will also be traveling to Juneau to visit with legislators during the same week. Their travel will be funded by UAA.

The Coalition of Student Leaders visited Juneau last week. Over sixty student government leaders took part in this trip, during which they met with legislators, the Governor, and the Board of Regents.

#### Health Care

The outlook for health care costs is much better than the beginning of the year. In December, the administration had agreed to pay the same amount per employee in FY09 and FY10 as this year, with an employer contribution floor of 80%. As a result of faculty union negotiations (and meetings with the Staff Health Care Committee), the floor has been raised to 85% in FY09 and 83% in FY10 and FY11. The proposed benefits changes are almost complete, with greatly increased preventative benefits, and a possible increase to our vision plan. I have attached a document that details the changes to the plan under consideration.

UA HR is waiting on more accurate FY07 claim data before revising their projections. As soon as these projections are available, I will be sure to share them with the Council.

#### External Review

The final recommendations from the external review were submitted to President Hamilton on February 1<sup>st</sup>. I am awaiting confirmation that the report is public before I share it. President Hamilton will present his plan for responding to the recommendations in the report to the Regents at their April meeting.

#### Child Care

The Child Care committee will be launching its child care needs assessment within the next few weeks. The survey will be available to all students and employees at the three main campuses.

### **Staff Development Day**

Chancellor Ulmer charged Kim Stanford with convening a work group to evaluate the strengths and weaknesses of Staff Development Day and make recommendations for this year. The group finished its review on February 4<sup>th</sup> and submitted recommendations to Chancellor Ulmer for discussion with her cabinet. Our recommendations were primarily related to putting a greater emphasis in the day on the university and what we are doing.

### **Assembly**

Assembly did not meet in January because there were no business items to address on the agenda. Let me take this moment to commend Kim Stanford, our Assembly President, for her willingness to cancel the meeting because of the lack of business items to address. It is always refreshing to see people willing to cancel unnecessary meetings.

We meet again on February 14<sup>th</sup>, the afternoon of our Classified Council meeting.

### **Board of Regents**

#### February Meeting

I just returned from Juneau, where I attended the February Board of Regents meeting. My public comment was related to the external review.

## **Classified Council President's Report, February 2008**

### **Planning and Budget Advisory Council**

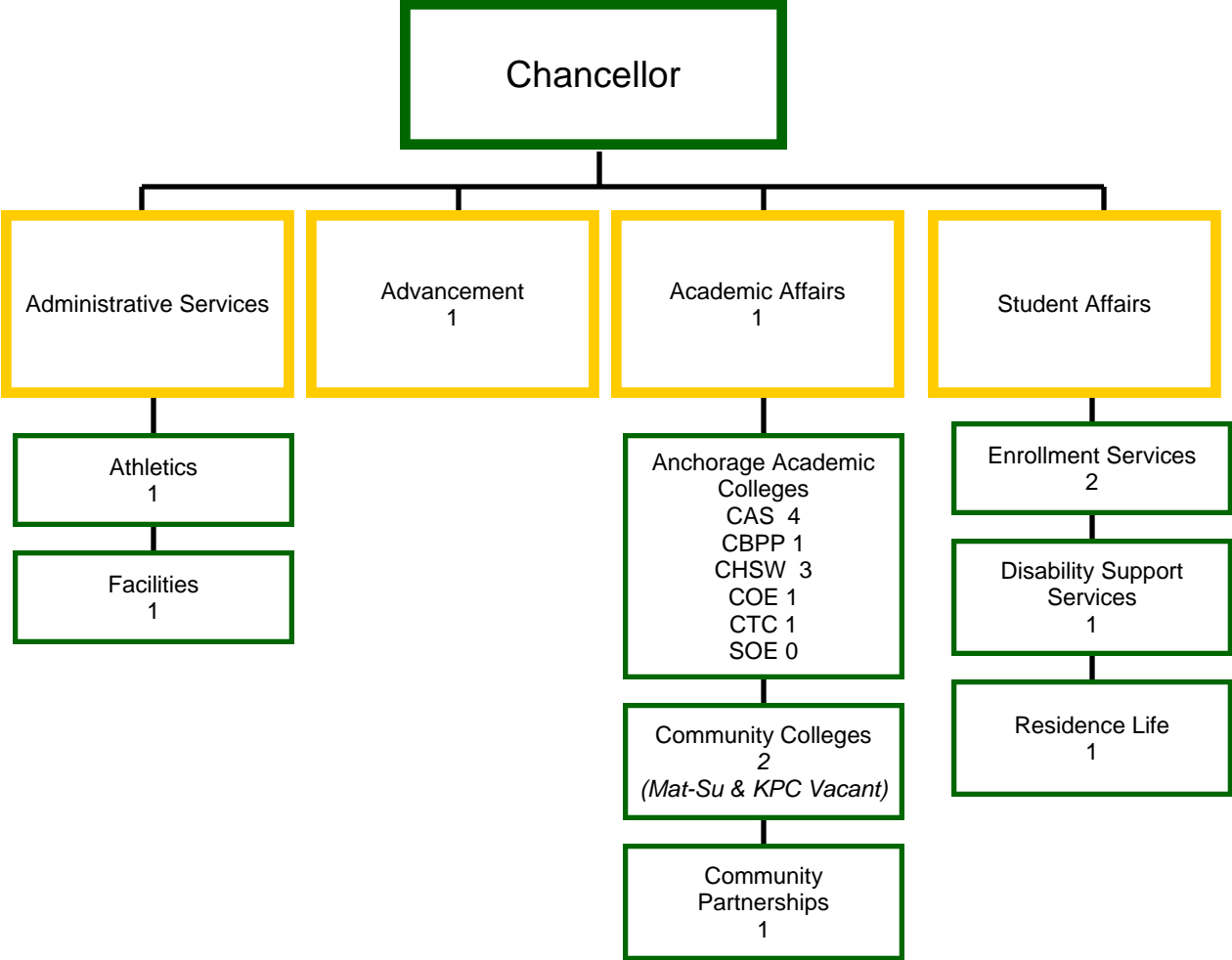
PBAC will meet again on Friday, February 15<sup>th</sup>. This meeting will be longer to provide a "Budget 101" training for members of the Council.

### **Statewide Student Success Steering Committee**

The Statewide Student Success Steering Committee met on December 19<sup>th</sup> and January 19<sup>th</sup> and 20<sup>th</sup>. In our first meeting, we arrived at a comprehensive list of the student cohorts served by the university and the barriers to their success. We ranked the barriers by student, and were tasked with making recommendations at the next meeting for ways to help students overcome those barriers.

In January, we devoted sizeable time to arriving at recommendations, categorized by major area (such as pursuing financial aid sources, or making better connections between UA and K-12), at the MAU and system level. Our assignment for the February 19<sup>th</sup> meeting is to come up with prioritized recommendations for each MAU.

**Classified Council representation breakdown by division**  
**February 8, 2008**





SUSTAINABILITY at UAA

***If higher education is not relevant to solving the crisis of global warming, it is not relevant, period.***

David F. Hales, President  
College of the Atlantic

## **SUSTAINABILITY AT UAA Six Initiatives for 2007-08**

UAA is focusing on climate change this academic year – understanding and reducing our carbon footprint, materials usage, and transmitting that information to others. The anticipated results from these actions are:

- Increasing awareness of how our activities impact the climate,
- Reducing energy expenditures, and
- Using resources more wisely and more efficiently throughout the university.

### **Sustainability in the Curriculum**

In August 2007 15 faculty members from several disciplines attended ***Cool Classes, Cool Climate — Integrating Climate Change Into UAA Courses***: a three day intensive workshop on how to teach sustainability principles in the classroom. These faculty members' efforts will serve as models for curriculum development and innovative teaching. This will ensure that our students, not just our staff and faculty, understand and practice good stewardship and environmental and social sustainability.

For more information, contact Libby Roderick – [aner@uaa.alaska.edu](mailto:aner@uaa.alaska.edu)

### **UAA/USUAA Recycling Partnership**

USUAA, with assistance and support from UAA's Facilities, has helped to lead the effort to recycle paper and other day-to-day consumable products used at the campus. This effort is now being transitioned to become part of UAA operations, rather than a student-lead program. Facilities will continue to work closely with USUAA's Recycling Office to increase paper and cardboard recycling, as well as initiate new programs. Facilities continually increases its recycling efforts for building materials, as well as products with longer-lives such as computers, other office equipment, light fixtures, and more.

For more information, contact Tyler Morris – [Recycle@uaa.alaska.edu](mailto:Recycle@uaa.alaska.edu)

### **Sustainability Coordinators Network**

University Governance and Administration are developing policies to support employees using several hours a month to advance sustainability initiatives on campus. Once approved, employees can work in their departments to help their offices and colleges become more sustainable and efficient. This will help to focus the wide-spread grassroots energy across the campus to conduct tangible activities to save money and help the planet.

For more information, contact Margaret (Meg) King – [anmik@uaa.alaska.edu](mailto:anmik@uaa.alaska.edu).

## **Developing Our Carbon Baseline**

We are populating a computer model to measure our total energy consumption and greenhouse gas emissions, as part of our membership in the *American College and University President Climate Commitment*. Once established, this will be our baseline to measure future energy savings and our reduced carbon footprint.

For more information, contact Margaret (Meg) King – [anmik@uaa.alaska.edu](mailto:anmik@uaa.alaska.edu)

## **Planning for Sustainable Operations**

As part of the *American College and University President Climate Commitment*, we are creating a plan to achieve climate neutrality and maintain sustainable practices at UAA. The planning effort will include discussion and input from groups throughout the campus, and include actions to expand teaching and research, develop tracking and reporting mechanisms, create interim goals and targets, and partner with organizations in the community.

For more information, contact Margaret (Meg) King – [anmjk@uaa.alaska.edu](mailto:anmjk@uaa.alaska.edu)

## **Sustainability Communications Campaign**

To be successful, we must encourage all employees and students to take individual actions that collectively reduce UAA's greenhouse gas emissions and resource consumption. By identifying simple, tangible ways for individuals to "do their part" to reduce consumption, UAA can lead the way sustainability. The campaign will target:

- Reducing wasteful electricity usage
- Developing more "earth-friendly" paper use
- Stopping unnecessary travel, and using electronic communication more effectively.
- Increasing recycling, "green" purchasing, and the more efficient uses of resources

This effort will work in synergy with the Sustainability Coordinators and the Sustainability Planning effort to promote actions in offices and departments, as well as reaching the broader UAA community through reader boards, websites, signage, advertising, and mini-workshops that can be delivered at unit staff meetings or other public gatherings.

For more information, contact John Dede – [anjqd@uaa.alaska.edu](mailto:anjqd@uaa.alaska.edu).

**Join us in these efforts.  
Help make UAA a leader in Alaska and the nation in sustainable practices.**

**UA Choice Plan Details, With Proposed Changes**

	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<b>Note: Changes proposed for FY09 highlighted in yellow</b>				
<b>MEDICAL</b>				
Deductible	\$100 per person \$300 per family	\$250 per person \$500 per family <b>Current Revision: Adjust family to \$600</b> <b>Initial Recommendation: Adjust family to \$750</b>	\$500 per person \$1500 per family	To make family ratio to individual more consistent across plans
Coinsurance (percent the plan pays) for most services	80% after deductible Charges accrue toward maximum out-of-pocket  No network provisions	In network: 80% after deductible Charges accrue toward maximum out-of-pocket  Out-of-network: 60% after deductible Charges do not accrue toward maximum out of pocket	In network: 80% after deductible Charges accrue toward maximum out of-pocket  Out-of-network: 60% after deductible Charges do not accrue toward maximum out-of-pocket	
Annual Out-of-Pocket Maximum (does not include deductible)	\$400 per person \$750 per family <b>Adjust family to \$800</b>	\$750 per person \$1250 per family <b>Adjust family to \$1500</b>	\$3000 per person \$6000 per family	To make consistent at 2X the individual out-of-pocket
Lifetime Maximum	\$ 2,000,000	\$ 2,000,000	\$ 2,000,000	
Hospital Admissions	100% first 90 days, then 80% after deductible and maximum out-of-pocket  <b>Adjust so all charges are first subject to deductible and out-of-pocket maximum</b>	All charges are first subject to deductible and maximum out-of-pocket 80% in network to maximum out-of-pocket 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	All charges are first subject to deductible and maximum out-of-pocket 80% in network to maximum out-of-pocket 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	First 90 days at 100% does not provide any more protection than having all charges apply toward deductible
Emergency Room Co-Payment	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	
Outpatient Surgery, Pre-Op Testing, Second Surgical Options	80% as other expenses, after deductible	In network: 80% as other expenses, after deductible 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	In network: 80% as other expenses, after deductible 60% out-of-network. Charges do not accrue toward maximum out-of-pocket	
Lab and X-Ray	80% as other expenses, after deductible	80% as other expenses, after deductible	80% as other expenses, after deductible	
Mental Health	25 day inpatient 52 visits outpatient	25 day inpatient 52 visits outpatient	<b>25 day inpatient</b> <b>26 visits outpatient</b> <b>Adjust outpatient visits to 52</b>	To make consistent
Chemical Dependency	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	80% as other expenses, after deductible to a maximum of \$10,000 per year	
Chiropractics	80% as other expenses, after deductible	80% as other expenses, after deductible	Maximum of 26 visits per year 80% as other expenses, after deductible	
Bariatric Surgery	\$25,000 maximum lifetime benefit	\$25,000 maximum lifetime benefit	Not covered	
Orthognathic Surgery	\$25,000 maximum lifetime benefit	\$25,000 maximum lifetime benefit	Not covered	
Well Baby and Well Child Checkups	Under age 1: six physical exams including immunizations at 100% with no deductible  From age 1 through age 5: one physical exam annually including immunizations at 100% with no deductible <b>Adjust to Over Age 1: See general preventative benefits</b>	Under age 1: six physical exams including immunizations at 100% with no deductible  Over age 1: See general preventative benefits (physical benefit)	Under age 1: six physical exams including immunizations at 100% with no deductible  Over age 1: See general preventative benefits (physical benefit)	To make all preventative benefits consistent

**UA Choice Plan Details, With Proposed Changes**

	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<b>Note: Changes proposed for FY09 highlighted in yellow</b>				
General Preventative Benefit (Physical Benefit)	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits  Currently under consideration. Will adjust to either \$750 or \$1000. If \$750, remainder of adjusted increase will be shifted to enhance vision coverage.	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits  Currently under consideration. Will adjust to either \$750 or \$1000. If \$750, remainder of adjusted increase will be shifted to enhance vision coverage.	Up to \$400 per person per year toward preventative-related medical services, covered at 100% with no deductible Includes annual physical benefits  Currently under consideration. Will adjust to either \$750 or \$1000. If \$750, remainder of adjusted increase will be shifted to enhance vision coverage.	<b>Costs of preventative services have gone up</b>
Adult Immunizations	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	Covered under general physical benefit with no age limit	
<b>PHARMACY</b>				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
Network Pharmacy-- 30-day supply (charges do not apply to medical out-of-pocket maximum)	80% of generic 80% of brand \$500 annual out-of-pocket maximum  Adjust to a Tier Plan Generic \$5 Preferred Name Brand \$20 Non-Preferred Name Brand \$35 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	\$7 copay for generic \$10 copay for brand  Adjust to a Tier Plan Generic \$5 Preferred Name Brand \$20 Non-Preferred Name Brand \$35 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	\$10 copay for generic \$20 copay for brand  \$40 copay for non-preferred brand  Adjust to a Tier Plan Generic \$5 Preferred Name Brand \$20 Non-Preferred Name Brand \$35 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	Deluxe, Standard and Economy-- get people to use more generics
Mail Order-- 100-day supply (charges do not apply to medical out-of-pocket maximums)	80% of generic or brand name for 100 day supply  \$500 annual out-of-pocket maximum  Adjust to a Tier Plan Generic \$10 Preferred Name Brand \$40 Non-Preferred Name Brand \$70 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	\$7 copay for generic  \$10 copay for brand  Adjust to a Tier Plan Generic \$10 Preferred Name Brand \$40 Non-Preferred Name Brand \$70 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	3 Tier Pharmacy Program \$25 copay for generic \$50 copay for brand name \$100 copay for non-preferred brand  Adjust to a Tier Plan Generic \$10 Preferred Name Brand \$40 Non-Preferred Name Brand \$70 (Note: revised from earlier proposal of percentage co-pay [i.e. 20%] for brands)	Deluxe, Standard and Economy-- get people to use more generics
Non-Network Pharmacy (charges do not apply to out-of-pocket maximum)	Pay retail price at time of purchase, submit claim form to be reimbursed at 80% of the negotiated price after deductible	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	Pay retail price at time of purchase, submit claim form to be reimbursed at negotiated price less appropriate co-payment	

**UA Choice Plan Details, With Proposed Changes**

	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<b>Note: Changes proposed for FY09 highlighted in yellow</b>				
<b>DENTAL</b>				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<b>Annual Deductibles</b>				
Preventative	\$0.00	\$0.00	\$0.00	
Restorative	\$0.00	\$25.00	\$50.00	
Prosthetic	\$0.00	\$25 (combined with restorative)	\$50 (combined with restorative)	
<b>Coinsurance</b>				
Preventative	100%	100%	80%	
Restorative	80%	80%	80%	
Prosthetic	50%	50%	50%	
Annual Maximum	\$2,000	\$2,000	\$2,000	
Orthodontia	\$1500 lifetime maximum	Not covered	Not covered	
<b>VISION</b>				
	Deluxe Plan	Standard Plan	Economy Plan	Adjustment Rationale
<b>Copay</b>	No copay	No copay	No copay	
<b>Exam-- Every 12 months</b>	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	VSP Network Doctor: 20% off the exam fee to a maximum \$100 allowance Non-VSP provider: \$100 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	In discussion with VSP on possible plan changes. May allocate \$250 from proposed preventative increase to enhance vision plan exam and lenses/frames allowances.
<b>Lenses and frames or contacts--every 24 months</b>	\$125 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	\$50 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	\$50 allowance <b>May allocate part of general preventative increase to enhance vision coverage</b>	
<b>Discounts and Savings</b>	When you go to a VSP network doctor, you will receive a 20% discount off the doctor's fee for the exam in addition to your allowance, up to 20% savings on lens extras (such as scratch resistant and anti-reflective coatings and progressives), a 20% discount when you purchase a complete pair of prescription glasses and a 15% discount off the cost of your contact lens exam (fitting and evaluation). You will also save 20% off an additional pair of prescription glasses, including prescription sunglasses, from the same VSP network doctor within 12 months of your last eye exam. You will receive exclusive pricing on annual supplies of certain brands of contacts. Finally, although non of the plans provides coverage for laser eye surgery, you can get a discount on laser vision correction through a VSP network doctor.			

<b>Pharmacare Prescription Plan Change Recommendations (Currently Under Consideration)</b>				
<b>Notes about Health Care Committee discussions after the recommendations were made are marked in green.</b>				
Move all plans to uniform three tier plan design for all plans (Deluxe, Standard, and Economy)				
Tier Recommendations: Generic \$5 (Lowered from \$7 to encourage more generic use) Preferred Name Brand 80/20% split Non-Preferred Name Brand 70/30% split <u>In discussion with Health Care Committee, recommend \$5 for generic, \$20 for brand. Still determining whether to charge a different copay for non-preferred brand.</u>				
<u>Implement 30 day supply limit for speciality meds to prevent waste (Note: "speciality meds" are a particular class of high-cost medications, not used by the vast majority of UA plan subscribers. We are trying to determine whether it is possible to code these medications to only be limited for the first filling of a prescription.)</u>				
<u>Add industry standard prior authorization and quantity limits. (Note: This would only apply to medications that are prone to be used "off-label" or abuse to justify their medical necessity.)</u>				
<u>Adjust \$500 individual pharmacy out-of-pocket maximum to \$1000 for speciality medications. (Note: With the proposed co-pays, there is not likely to be an out-of-pocket maximum for any meds, so this recommendation would not apply.)</u>				