



UNIVERSITY
of ALASKA
Many Traditions One Alaska

Agenda

Staff Alliance

Friday, August 17, 2018

8:30 a.m. – 4:30 p.m.

University House

431 Gold Dust Road

Fairbanks, AK

(Breakfast will be available starting at 8:15 a.m.)

1. Call to Order and Roll Call

8:30 a.m.

Voting Members:

Kiwana Affatato, Vice President, UAS Staff Council

Kara Axx, President, UAF Staff Council

David Felts, President, UAS Staff Council

Arthur Hussey, President, SW Administration Assembly

Brenda Levesque, Co-President, UAA Staff Council

John Moore, Co-President, UAA Staff Council

Mathew Mund, Vice President, UAF Staff Council

Josh Watts, Vice President, SW Administration Assembly

Staff:

Morgan Dufseth, Executive Officer, System Governance

Guests

Tara Ferguson, Director of Compensation

James R. Johnsen, President

Mary Gower, Chief Title IX Officer

Geoff Jacobs, Finance Business Process Analyst

Paul Layer, Vice President for Academics, Students and Research

Rachel Plumlee, Associate General Counsel

Michelle Pope, Director of SW HR Information Systems

Michelle Rizk, Vice President for University Relations

Erika Van Flein, Director of Benefits

2. Review and Adopt Retreat Agenda

8:35 a.m.

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| 3. Member Introductions | 8:45 a.m. |
| 4. President Johnsen and VP Layer | 9:00 a.m. |
| 5. VP Rizk | 10:00 a.m. |
| 6. SW HR Directors Ferguson, Pope and Van Flein | 10:30 a.m. |
| 7. BREAK | 11:30 a.m. |
| 8. Geoff Jacobs – Changes to Travel Regulations | 11:45 a.m. |
| 9. LUNCH – Governance Presentation (Morgan) & Group Photo | 12:15 p.m. |
| 10. AGC Plumlee | 1:00 p.m. |
| 11. CTIXO Gower | 1:30 p.m. |
| 12. BREAK | 2:00 p.m. |
| 13. Staff Alliance Business Meeting | 2:15 p.m. |
| 13.1. Chair's Report - Kara Axx | |
| 13.2. Staff Council Reports – What are planning for this year? | |
| 13.2.1. UAA Staff Council | |
| 13.2.2. UAF Staff Council | |
| 13.2.3. UAS Staff Council | |
| 13.2.4. SW Administration Assembly | |
| 13.3. Staff Alliance Committees – A Brief Introduction, FY18 Review, FY19 Goals | |
| 13.3.1. Staff Health Care Committee | |
| 13.3.2. Compensation Committee – FY20 Recommendation | |
| 13.3.3. Morale Committee | |
| 13.4. External Committees | |
| 13.4.1. System Governance Council: President and VP will serve | |
| 13.4.2. Joint Health Care Committee: Needs two new reps for FY19 | |
| 13.4.3. System-wide Councils: New FY19 Appointments | |
| 13.5. Officer Elections | |
| 13.5.1. Chair | |
| 13.5.2. Vice Chair | |
| 13.6. Committee Appointments | |
| 13.6.1. SHCC | |

- 13.6.2. JHCC
- 13.6.3. Compensation
- 13.6.4. Morale
- 13.7. FY19 Meeting Schedule
- 13.8. FY19 Goals

14. Agenda Items for September Meeting

15. Roundtable discussion

16. Adjourn

17. UAA and UAS members depart to airport



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Staff Alliance RETREAT
August 17, 2018
University House

Introduction of FY19 Staff Alliance Members.

President Johnsen and VL Paul Layer:

Statewide Foundation Update
1mm to move forward with new development – BOR approved
Currently 70% Corporation accounts with 30% Individuals – should be reversed.

UAA has a new Chancellor Cathy Sandeen.
New Merrill Field Facility
Continuing of Professional Development

Budget meeting, Summit Team meeting, September with budget initiatives, then review and again in November. Ask for what we need and be ready for what we get.

Deferred maintenance needed at 60mm, received 45mm.

Title IX – Need more investigators & coordinators system-wide.

Super tuition is 20% above tuition.

VP Michelle Risk:

Process automation for areas – IT involvement
Questions for Michelle:
Communications
Process Improvement
Fixing of usernames

Tara Ferguson:

Total Compensation Survey Update – aggressive analysis
Aging of data at 2-3% based on market data done in January – analysis added 3% to UAA base
Factored in cost of labor in certain areas along with national labor data
President Johnsen to present results to BOR at next meeting

Review of peer equity of positions and compression issues
Look of salary structure might change

Michelle Pope:

1. Maintenance
2. Requirement Projects and Tasks per Regulations
3. Process Improvement Projects & Tasks

VISTA Plus will report all trainings taken or not taken. This information will to your CCC/PPA as requested.

Erika Van Flein:

Benefits Update

\$600 Rebate to be give just before the Thanksgiving Holiday.

RFPs going forward for medical, dental, vision, and Healthyroads.

Review of Travel Medical Support improvement plan.

Tele Doc =20%

Geoff Jacobs:

Review of NEW travel system and proposed travel regulations – feedback requested.

Mary Gower:

Title IX – more positions needed.

18 months is the national average of turnover in these positions.

Phase 1: UAA & UAF = over 100 cases – increase staff for both – prevention is needed.

Phase 2: Where are we going, provide a safe environment, serve students and employees

Green Dot program being used at UAF and moving forward

Bystander training making headway and have a strong staff to assist

Reports not shared in the past – now getting actuarial report

UAS = 100 reports, 15 to investigate with remainder to help with other resources

Training:

MyUA Portal

UAOnline

Refreshers

Many request for more trainings in person.

Transparency & Do the Right Thing, Share, When in Doubt – REPORT

Rachel Plumlee, General Counsel:

Your responsibility is to report sexual misconduct. Report to UA Hotline, Title IX Coordinator.

Policy on how old a complaint is before it can be retired – statute of limitations.

Request for Legal Advice: Protected & Privileged.

Kara Axx – FY18 Staff Alliance Chair Report

Campus Free Speech – would like a representative

Leadership Summit – November 15th

CITO Search Committee – 24 applications, 7 telephone, 4 video

Another 30 applicants

Committee volunteers for Staff Alliance Committees

SHCC & JHCC: Mathew Mund, UAF Staff Council and Arthur Hussey, SW Administrative Assembly

Morale Committee: Kiwana Affatato, UAS Staff Council

Compensation Committee: John Moore, UAA Staff Council

System-Wide Research Council: John Moore, UAA Staff Council

System-Wide Human Resources Council: Brenda Levesque, UAA Staff Council

Officer Elections:

Chair – Josh Watts, SW Administrative Assembly

Vice Chair – Brenda Levesque, UAA Staff Council

Benefits Briefing
Staff Alliance Retreat, August 17, 2018

Health Care Costs

Wellness program, FY18 results and FY19 program

- Wellness rebate payment in November, so no bi-weekly credit as of R14

RFP for medical, dental, pharmacy and vision

RFP for Wellness Program

Premiera items: Enhanced Travel Support Benefit, Electronic EOB, Virtual Care with Teladoc

Lockton BenefitLink App: all your benefits info in one place

HSA, streamlined website, mobile app and new investment options

DirectPath, your health care advocate and pricing transparency service

Deer Oaks Employee Assistance Program (EAP)

New hire benefit enrollment is online like open enrollment was, next is the life event change forms, HSA election and 403(b) election forms

Joint Health Care Committee (JHCC) and Staff Health Care Committee (SHCC)

All your benefits information is readily available at www.alaska.edu/benefits

Health Care Costs: We've been able to hold the rates steady for three years now (FY19 will be year three with no change). In total dollars, our costs have not increased significantly. In Per Employee Per Year costs though, we're seeing an increase. Employee costs have been kept level by using the "over recovery" of money from past years. This is partly due to plan costs coming in under projections, but also due to employees not qualifying for the wellness rebate. By qualifying for the rebate, you get "free money" back from the plan. By not qualifying, you're paying more than you need to for health care.

This extra amount is tracked separately, and the Joint Health Care Committee (JHCC) gives recommendations to the University to allocate toward the employee contribution obligation of 18% of net plan costs. This over recovery amount was also used to fund the "premium holiday" we implemented earlier this year by lowering everyone's annual goal by \$475.

Regular FY19 deductions started up again with R14, paid on Friday, July 6.

Wellness program changes this year:

1. **Qualifying:** if your biometrics met 3 out of 5 metric standards in FY17, then all you had to do in FY18 was the Personal Health Assessment (PHA) to qualify for the rebate payment in FY19 (we're always working for the future year's payout).
2. **Rebate Payment:** we changed how we're paying the rebate in FY19 from a bi-weekly credit on your paycheck to a lump sum payment in November. This will be administratively easier for the campus HR offices with less chance of error, and the lump sum was seen as a bigger incentive for those employees who didn't see the bi-weekly credit as a sufficient reward for completing the program.

You as an employee have had a "break" from health care deductions recently. They'll start up again with the R14 pay on July 6. There will be no bi-weekly credit so your deduction will look larger, but it hasn't changed unless you changed plans at open enrollment.

3. **FY19 Program** will look much the same this year, but we've added points for completing the Retrofit weight loss program, which will kick off again this fall. If your FY18 biometrics meet three out of five standards, only have to do the PHA this year. See handout.

Results: As of the June 5 incentive report, we see that of the employees and spouses who were enrolled 100% of the time from 7/1/2017 to 4/30/2018, 48% of employees and 37% of spouses qualified for the rebate (45% of total eligible population). This is our highest completion rate yet for our program.

Comparison:

- FY17: 43% of employees, 34% of spouses (40% combined)
- FY16: 43% of employees, 33% of spouses (39% combined) [PHA, Bio, 5 points]
- FY15: 38% of employees, 28% of spouses (35% combined) [First year we required points]
- FY14: 45% of employees, 33.5% of spouses (42% combined) [PHA and Biometrics, only]

RFP for Medical, Dental, Pharmacy and Vision services

Extended contracts for FY19 so we'll issue this fall for services beginning July 1, 2019.

Alaska Procurement Code guidance is to issue RFP every five years.

Selection committee includes HR representatives from SW, UAF, UAA and a member of the Joint Health Care Committee (JHCC).

RFP for Wellness Program Services

FY19 is our last year of the five year contract with Healthyroads. Because of the health care RFP, we'll be staging this one after that larger RFP.

Premiera Items:

Travel benefit has been enhanced this year with a dedicated travel expert and phone number (800-364-2994) to help make your travel arrangements and medical appointments. Having a dedicated representative will help with communication, clear instructions and guidance and a more streamlined member experience. You can even get your airfare paid ahead of time! See the new guide that members will get when they're approved for this service.

Log in to your account at Premiera.com and sign up for **Electronic Explanation of Benefits (EOB)**. Just click on "Go Paperless" in the left-hand menu and check the box for "YES, I want my EOB notifications emailed." Have your family members do this too!

You can still print them off from the site if needed, but less paper arriving in your mailbox and you can access past 24 months of EOB's online.

UA will get a credit of another \$1 off the admin fee per employee per month if we get to 40% (currently getting \$1 off for getting over 20%, can get up to \$2 if over 40% of members elect).

Virtual Care with Teladoc: When logged in to Premiera.com, just click the "Find a Doctor" tab on the top left. Select "Virtual Care—Ask a Doctor" and you'll be taken to the Teladoc information page. Just click "start my consult" and you'll be able to set up your account to use the Teladoc services. You can set up your account without actually using the service at that time, and it's good to get it done ahead of time so when you need it, you can use it right away.

Lockton's BenefitLink App: See the handout for the QR code to download this app. Get all your benefits information in one handy place! You can also search the App Store or Google Play for "Lockton Benefitlink" if you don't have the code. Username is UofAlaska and the password is benefits (lower case).

DirectPath is a service to help you with your health plan whether it be questions about claims, eligibility, finding out what's covered and what's not, help choosing a health plan at open enrollment or when you've had a life event. They are an independent third party, not related to Premiera, Express Scripts or VSP in any way. Their job is to be your advocate when facing health plan issues or problems. Your confidentiality is assured as they follow all HIPAA privacy requirements. You can also request price comparisons for various services, including elective surgery, imaging, and more. Call (866) 253-2273 or go online at http://advocacy.directpathhealth.com/University_of_Alaska/

Health Savings Account with Bank of America: <https://myhealth.bankofamerica.com> is the participant log in page. This site, and the mobile app, have been recently upgraded to be more streamlined, efficient and easier to use. The investment lineup has also been updated.

Did you know that:

- contributions to a health savings account don't forfeit at the end of the plan year?
- you can save up for future expenses, such as those in retirement?
- you can invest part of your account in a selection of low cost mutual funds and index funds?

HSAs offer triple tax savings: the money goes in to the account tax-free, it grows and earns interest and dividends tax-free, and when used for qualified medical expenses the money comes out tax free.

If you are enrolled in the Consumer-Directed Health Plan (CDHP), and don't have any other coverage, you can contribute to the HSA. You can set up your account any time after enrolling in a qualifying plan (like the CDHP), and can change your contributions anytime; you don't need a life event to do so.

Employee Assistance Program (EAP): The **Deer Oaks EAP** offers up to 10 counseling sessions for a variety of issues. Services are offered to benefit-eligible employees, dependents and other members of their household. See the Information Sheet for more details.

Be sure to log in from our web page at Alaska.edu/benefits/ (it's the second link on the left-hand menu), and click the direct link to the University's landing page at Deer Oaks. There's also the **iConnectYou** app that you can download and have easy access on your phone.

You'll find a lot of information there on a wide range of topics, including financial, child care, elder care and more. The budgeting, debt management and financial planning tools are a good resource for helping you with your financial wellness.

You can access the EAP even after you no longer work at the university; coverage continues for six months post-employment.

Online Enrollment: Open Enrollment was just the start! We've got the new hire enrollment process all online using the NextGen forms, currently from the Benefits home page. Next will be retirement forms. Then we'll get the life event forms done and you'll be able to do all your enrollment online through UAOnline.

Meet your personal health care advocate

Health care can be very confusing. Have you ever wondered the difference between an HRA, HSA and FSA? What about that confusing bill you received after your last doctor's visit? DirectPath is here to help!

Your Advocate is ready to:

- Help you understand your health care benefits
- Assist with claims & billing issues
- Help you find in-network providers
- Verify coverage
- Educate you about health plan choices
- Clarify prescription drugs
- Provide total and out-of-pocket costs for tests and procedures

YOUR ADVOCATE WILL EVEN SHOP FOR YOUR HEALTH CARE!

When you call DirectPath in advance of scheduling any health care test or procedure, your Advocate will compare the cost and quality of three providers and provide you with a comprehensive Transparency Report. It's just that simple!

Say goodbye to confusing health care. **Say hello to your DirectPath Advocate!**



DirectPath

To Reduce Health Care Costs

866.253.2273

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