

(No minutes located.)

# UNIVERSITY of ALASKA

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## Staff Alliance

### Agenda

Tuesday, February 14, 2012, 9:00-11:00am – note time change

Bridge: 1-800-893-8850 Pin: 4236369

1. Call to Order and Roll Call

2011-2012 Members:

Juella Sparks, Chair, Staff Alliance and Vice President, UAF Staff Council (FAI)

Monique Musick, Vice Chair of the Staff Alliance and President, Statewide Administration Assembly (FAI)

Melodee Monson, President, UAA APT Council, (ANC)

Craig Mead, President, UAA Classified Council (ANC)

Pips Veazey, President, UAF Staff Council (FAI)

Gwenna Richardson, President, UAS Staff Council (KTN)

Mae Delcastillo, Vice President, UAS Staff Council (JUN)

Erica Kurowski, Vice President, Statewide Administration Assembly (ANC)

2. Adopt Agenda

3. Approve Minutes – *in process; to be distributed separately*

4. Chair's Report

Policy and Regulation Review Status, Constitution and Bylaws, Website,  
Future Funding of Staff Reps to JHCC,

5. Guest and Public Comments

6. Strategic Direction Questions; Update

Attachment 6.

7. Staff Make Students Count Awards 2012

Attachment 7.

8. Human Resources Issues

8.1 Staff Pay Scale Report; Request

Attachment 8.1

8.2 Tobacco Free Hiring

8.3 Education Benefit Update

9. Governance Transition

10. March Retreat March 22-23, 2012, Anchorage

11. Staff Alliance Committees and Working Group Reports

11.1 Staff Health Care Committee

Chair: Craig Mead, [ancim@uaa.alaska.edu](mailto:ancim@uaa.alaska.edu)

SA Members: Erica Kurowski, [elkurowski@alaska.edu](mailto:elkurowski@alaska.edu)

Monique Musick, [mmusick@alaska.edu](mailto:mmusick@alaska.edu)

Gwenna Richardson, [gjrichardson@uas.alaska.edu](mailto:gjrichardson@uas.alaska.edu)

11.2 Compensation Working Group

Attachment 11.2

Chair: Erica Kurowski, [elkurowski@alaska.edu](mailto:elkurowski@alaska.edu)

Co-Chair: Maria Russell, [mtrussell@alaska.edu](mailto:mtrussell@alaska.edu)

12. External Administration Committee/Council Reports: 1) Opportunity to share items that require immediate attention; 2) To accommodate extended guest time for this meeting, please review attached written reports for more general update information.

12.1 Human Resources Council – INACTIVE

Liaison: Monique Musick, [mmusick@alaska.edu](mailto:mmusick@alaska.edu)

1<sup>st</sup> Alternate: Gwenna Richardson, [gjrichardson@uas.alaska.edu](mailto:gjrichardson@uas.alaska.edu)

2<sup>nd</sup> Alternate: Juella Sparks, [jtsparks@alaska.edu](mailto:jtsparks@alaska.edu)

12.2 Business Council – ON HIATUS PENDING HIRING OF NEW CFO

Liaison: Craig Mead, [ancim@uaa.alaska.edu](mailto:ancim@uaa.alaska.edu)

1<sup>st</sup> Alternate: Pips Veazey, [adveazey@alaska.edu](mailto:adveazey@alaska.edu)

2<sup>nd</sup> Alternate: Erica Kurowski, [elkurowski@alaska.edu](mailto:elkurowski@alaska.edu)

12.3 IT Executive Council

Liaison: Pips Veazey, [adveazey@alaska.edu](mailto:adveazey@alaska.edu)

1<sup>st</sup> Alternate: Melodee Monson, [anmam@uaa.alaska.edu](mailto:anmam@uaa.alaska.edu)

2<sup>nd</sup> Alternate: Erica Kurowski, [elkurowski@alaska.edu](mailto:elkurowski@alaska.edu)

12.4 Student Services Council

Attachment 12.4

Liaison: Melodee Monson, [anmam@uaa.alaska.edu](mailto:anmam@uaa.alaska.edu)

1<sup>st</sup> Alternate: Monique Musick, [mmusick@alaska.edu](mailto:mmusick@alaska.edu)

2<sup>nd</sup> Alternate: Gwenna Richardson, [gjrichardson@uas.alaska.edu](mailto:gjrichardson@uas.alaska.edu)

12.5 Tuition Task Force

Liaison: Juella Sparks, [jtsparks@alaska.edu](mailto:jtsparks@alaska.edu)

Alternate: Mary McRae Miller [mmcrae1@uas.alaska.edu](mailto:mmcrae1@uas.alaska.edu)

12.6 Joint Health Care Committee

Attachment 12.6

Voting Member: Melodee Monson 2011-2013, [anmam@uaa.alaska.edu](mailto:anmam@uaa.alaska.edu)

Voting Member Lisa Sporleder 2010-2012, [lesporleder@alaska.edu](mailto:lesporleder@alaska.edu)  
Alternate: Craig Mead, [ancim@uaa.alaska.edu](mailto:ancim@uaa.alaska.edu)

12.7 Retirement committee

Liaison: Erica Kurowski, [elkurowski@alaska.edu](mailto:elkurowski@alaska.edu)  
Alternate: Pips Veazey, [adveazey@alaska.edu](mailto:adveazey@alaska.edu)

12.8 Educational Benefits Project Team

Liaison: Juella Sparks, [jtsparks@alaska.edu](mailto:jtsparks@alaska.edu)  
1<sup>st</sup> Alternate: Mary McRae Miller, [mmcrae1@uas.alaska.edu](mailto:mmcrae1@uas.alaska.edu)  
2<sup>nd</sup> Alternate: Gwenna Richardson, [gjrichardson@uas.alaska.edu](mailto:gjrichardson@uas.alaska.edu)

12.9 Other External Committees/Reports/Assignments

13. Staff Governance Reports

- 13.1 UAS Staff Council: Gwenna Richardson and Mae Delcastillo
- 13.2 UAA Classified Council, APT Council: Melodee Monson and Craig Mead
- 13.3 UAF Staff Council: Pips Veazey and Juella Sparks
- 13.4 Statewide Administration Assembly: Monique Musick and Erica Kurowski

14. Other Items of Concern

15. Agenda Items for March Spring Retreat

16. Comments

17. Adjourn

Attachment 6.



Patricia Ivey <pmivey@alaska.edu>

# Fwd: Final listening session questions

1 message

Juella Sparks <jtsparks@alaska.edu>

Thu, Feb 2, 2012 at 10:16 AM

To: Patricia Ivey <pmivey@alaska.edu>, Kim Fackler <kkfackler@alaska.edu>

Document to be included as an attachment to next agenda.

Thanks, J

----- Forwarded message -----

From: Paula Donson <pmdonson@alaska.edu>

Date: Tue, Jan 24, 2012 at 9:34 AM

Subject: RE: Final listening session questions

To: Juella Sparks <jtsparks@alaska.edu>

Juella:

I have attached the questions that we are using at the Staff Listening Sessions scheduled this semester. As you can see when you review the questions, we did not alter the revised questions that you returned to us. Again, thank you for your help in forging these items and if you have other ideas or changes we would like to hear them. They may already be posted in advance on the Strategic Direction site. In addition, we provide the questions to the Community Campus Directors who are assisting us in organizing our sessions.

Regards,  
Paula

Paula Donson, Ph.D.  
Associate Vice President of Academic Affairs  
The University of Alaska  
Statewide Systems, BOB Suite 209A  
1815 Bragaw Street  
Anchorage, AK 99508

Phone: [907.786.7729](tel:907.786.7729)  
Email: [pmdonson@alaska.edu](mailto:pmdonson@alaska.edu)

-----Original Message-----

From: Juella Sparks [mailto:[jtsparks@alaska.edu](mailto:jtsparks@alaska.edu)]

Sent: Monday, January 23, 2012 3:39 PM

To: Paula Donson

Subject: Final listening session questions

Paula,

According to your online schedule you have started the internal sessions. Can you please share your final listening session questions for staff with Staff Alliance?

Staff Questions: Internal Listening Session

1. What is the University doing well to hire and retain staff who are dedicated to support students and university stakeholders? What could it do better?
2. What could be done internally to assist the staff in providing better service to all of its stakeholders?
3. Are you an alum of the university; if not, have you taken classes at the University? [This question is related to the administration's recent proposed changes to the tuition benefit and demonstrating the importance of this benefit to staff.](#)
4. What factors (resources, limitations, etc.) influence your ability to support student success [or, possibly "more students completing faster"] in your job?
5. How do you think the University can better meet the needs of students?
6. Have we missed anything pertinent to our efforts in setting strategic directions for this university?



# 2012 Awards Nomination Form

This is the 14th annual UA President's "Staff Make Students Count" awards for outstanding service to University of Alaska students. The purpose of this award is to recognize staff who have provided outstanding service to students anywhere in the UA system.

Service to students may include service as part of the job or as volunteer service, either directly or indirectly to current or prospective students. Letters from students are encouraged.

All regular full-time permanent and part-time permanent exempt and non-exempt staff employed by the University of Alaska are eligible to be nominated. Nomination packets, once submitted, are the sole basis for award consideration.

Award recipients receive an award plaque presented at a Board of Regents' meeting, \$1,000 and two domestic airline vouchers. All nominees receive a certificate of nomination. The UA President will present the awards at a Board of Regents' meeting.

## Deadline for submitting nominations: March 9, 2012

**UAA nominations** should be sent to  
"Staff Make Students Count Awards"  
UAA Governance Office  
3211 Providence Drive, ADM 214  
Anchorage, AK 99508

**UAS nominations** should be sent to  
"Staff Make Students Count Awards"  
UAS Staff Council  
Attention: Gwenna Richardson  
11120 Glacier Highway  
Juneau, AK 99801

**UAF nominations** should be sent to  
"Staff Make Students Count Awards"  
UAF Governance Office  
312H Signers' Hall, P.O. Box 757780  
Fairbanks, AK 99775

**Statewide Administration nominations** should be sent to  
"Staff Make Students Count Awards"  
Statewide Administration Assembly  
P.O. Box 757780  
Fairbanks, AK 99775

*Please complete this form and submit it together with a letter of nomination containing a description of the service provided to students, and at least three letters of endorsement from those knowledgeable of the contribution made by the nominee. Nomination packets, once submitted, are the sole basis for award consideration. **Failure to follow instructions exactly may mean rejection of the nomination.***

**Name of Nominee** \_\_\_\_\_  
**Position:** \_\_\_\_\_ **Campus:** \_\_\_\_\_  
**Address** \_\_\_\_\_  
 \_\_\_\_\_  
**Telephone:** \_\_\_\_\_ **Fax:** \_\_\_\_\_  
**E-mail:** \_\_\_\_\_

*For administrative use by local staff governance offices only:*

Nominee's Length of Service as verified by Human Resources through Banner HR: \_\_\_\_\_

# 2012 Staff Make Students Count Award **FACT SHEET**

***What is the purpose of this award?***

To recognize staff who have provided outstanding service to students anywhere in the UA system.. Each recipient receives an award plaque, \$1,000 and two domestic airline vouchers. All nominees receive a certificate of nomination. The university president will present the awards at a Board of Regents meeting.

***Who is eligible and how do I apply?***

All regular full-time permanent and part-time permanent exempt and non-exempt staff employed by the University of Alaska are eligible to apply. Service to students may include service as part of the job or as volunteer service, either directly or indirectly to current or prospective students. Please complete the nomination form and submit it with a letter of nomination containing an explanation of the service provided to students and three letters of endorsement from those knowledgeable of the contribution made by the applicant/nominee.

***How many awards will there be?***

Up to four individuals can be awarded; one each for the University of Alaska Fairbanks, the University of Alaska Anchorage, the University of Alaska Southeast, and Statewide Programs and Services, provided there are nominations from each one, and the nominations meet the criteria and deadlines.

***Applications for award must include:***

- \* Letter of nomination and rationale for nomination
- \* Completed nomination form.
- \* At least three letters of endorsement from those knowledgeable of the contribution made by the applicant/nominee.
- \* Letters from students are encouraged.

***Where can we get the nomination form and where do we submit it?***

Copies will be sent to all units through the local staff governance office. The form is also located on line at <http://gov.alaska.edu/staff/studentscount/2012/nomform.pdf>. Nomination packets, once submitted, are the sole basis for award consideration.

Forms must be submitted to the local staff governance office at each MAU as listed on the nomination form.

***Timelines:***

- |                   |  |
|-------------------|--|
| March 22, 2012    | Deadline for submitting nominations to local governance groups.  |
| March 25-April 12 | Local staff governance groups meet with student leaders and together, make recommendations and send all nominations to System Governance Office. |
| April 16          | Recommendations are forwarded by System Governance Office to the UA President.   |
| May 6             | President sends notice to award recipient(s).  |
| TBA               | President presents awards to recipient(s) at a Board of Regents' meeting.  |



***Nominate today!***

Subject: Fairbanks Pay Scale  
Date: Fri, 13 Jan 2012 15:56:38 -0900  
From: Mike Cox <mjcox@alaska.edu>  
To: fystaff@uaf.edu, adveazey@alaska.edu, juella.sparks@alaska.edu

Hi there,

I have some questions regarding the Fairbanks pay scale and am not sure where to start.

Fairbanks has recently made a couple of lists, one being the coldest city in the US in which to live and another as one of top 10 most expensive cities in which to live (Anchorage was not on either list). There was also an article in the News Miner discussing the cost of electricity in Fairbanks compared to the other cities and villages in the state. Fairbanks again, is near the top of the list. Electric here is 67% higher than Juneau and 58% higher than Anchorage. (Links are below that reference what I'm quoting)

A few years ago gas and heating oil were reasonably priced. That is not the case any longer and our heating bills have increased dramatically in the interior. Anchorage has cheap natural gas and cheap electric. Fairbanks does not. The utilities in Anchorage are reasonably priced. In Fairbanks, they are not.

My point to all of this is that Fairbanks is on the same pay scale as Anchorage. I am wondering if anyone has recently looked at this? As little as a few years ago this made sense given the lower cost of gas and heating oil. However, today the cost of utilities and heating a home in Fairbanks is creating a huge burden our budgets. We do not have the cheaper options that Anchorage residents have. The price of gas and heating oil is not going to drop. If anything it is going to go up and strain our budgets even more.

My question is who do we ask to look into the pay scale? Given our high cost of living in the interior, I believe we should receive a geographical differentiation in our pay. I have no idea how much of a differentiation we should receive but I don't think it is fair for Fairbanks employees to receive the same amount of pay as Anchorage employees when our utilities costs are so much higher here.

I would appreciate you looking into this and letting me know if there is someplace I need to start with asking these questions.

Thank you,  
Mike

<http://www.alaskadispatch.com/article/fairbanks-ranked-among-top-10-most-expensive-us-cities>

[http://newsminer.com/pages/full\\_story/push?blog-entry-Fairbanks+electric+rates+now+equal+or+surpass+that+in+many+villages+where+power+subsidies+apply%20&id=16515824&instance=blogs\\_editors\\_desk](http://newsminer.com/pages/full_story/push?blog-entry-Fairbanks+electric+rates+now+equal+or+surpass+that+in+many+villages+where+power+subsidies+apply%20&id=16515824&instance=blogs_editors_desk)

\$67 Juneau  
\$71 Anchorage  
\$112 Fairbanks (67% higher than Juneau and 58% higher than Anchorage)



Staff Alliance - Staff Compensation Working Group Meeting DRAFT Agenda  
 Monday February 6th, 2012 1:30pm - 3:00pm  
 Bridge: 1-800-893-8850 Pin: 4236369

**Compensation Working Group Members:**

<p><b>SAA</b>                  Monique Musick <a href="mailto:mmusick@alaska.edu">mmusick@alaska.edu</a>                  Erica Kurowski <a href="mailto:elkurowski@alaska.edu">elkurowski@alaska.edu</a>                  Dana Platta <a href="mailto:daplatta@alaska.edu">daplatta@alaska.edu</a>                  James Milburn <a href="mailto:jdmilburn@alaska.edu">jdmilburn@alaska.edu</a></p>	<p><b>UAA</b>                  Brian Brubaker <a href="mailto:brian.brubaker@uaa.alaska.edu">brian.brubaker@uaa.alaska.edu</a>                  Craig Mead <a href="mailto:cimead@uaa.alaska.edu">cimead@uaa.alaska.edu</a>                  Melodee Monson <a href="mailto:anmam@uaa.alaska.edu">anmam@uaa.alaska.edu</a>                  Gary Foster <a href="mailto:GFoster@matsu.alaska.edu">GFoster@matsu.alaska.edu</a></p>
<p><b>UAS</b>                  Nicole A Duclos <a href="mailto:nicole.duclos@uas.alaska.edu">nicole.duclos@uas.alaska.edu</a>                  Mae Delcastillo <a href="mailto:madelcastillo@uas.alaska.edu">madelcastillo@uas.alaska.edu</a>                  Gwenna Richardson <a href="mailto:gwenna.richardson@uas.alaska.edu">gwenna.richardson@uas.alaska.edu</a></p>	<p><b>UAF</b>                  Robert Mackey III <a href="mailto:ermackeviii@alaska.edu">ermackeviii@alaska.edu</a>                  Dawn Dearing <a href="mailto:dmdearing@alaska.edu">dmdearing@alaska.edu</a>                  Maria Russell <a href="mailto:mtrussell@alaska.edu">mtrussell@alaska.edu</a>                  Brad Krick <a href="mailto:bprick@alaska.edu">bprick@alaska.edu</a></p>

1. Roll Call
2. Introduce new members
3. Review Agenda
4. Google Document - Questions RE: Compensation
5. FY 14 Placeholder
  - April/May BOR take action on the FY 14 Operating & Capital Budget Request Guidelines. This may be a good time for us to submit a recommendation.
  - What data may be helpful to look at.
6. COLA
  - Was changed in the early '00s to no longer give Fairbanks and Juneau a COLA. Should this be re-evaluated?
7. Revisit Our Goals
  - Looking ahead at FY 14 Budget**
  - FY 14 Placeholder**
  - Be aware of Health Care increases in FY 13 (Bi-Weekly Deduction rate)
  - Longevity Acknowledgement
8. Compensation in other organizations
  - A. State vs. UA
  - B. Other comprable University's vs. UA
  - C. Private sector vs. UA
  - D. Things to look at when comparing
    1. Benefits
    2. How do they recognize longevity
    3. Method of increases

**STUDENT SERVICES COUNCIL  
JANUARY 19, 2012  
AUDIO CONFERENCE**

The Student Services Council met by Audio Conference 1/19/2012. Mike Sfraga, Jessie Grant, Joe Nelson, Barbara Hegel, Saichi Oba, Robert Bachman and Melodee Monson were in attendance. The agenda was approved as amended with the addition of the employee dependent tuition waiver.

The Tuition Task force has not met since the end of November and will be getting back on schedule again.

UAS update: Enrollments are down a little, probably due to enforcing admissions deadline. There has been a heavy focus on at risk students through an early alert program through UAOnline internally managed. SAT and ACT requirements will be enforced again in the fall. Have been testing as many Juniors as possible at the Juneau Douglas High School with the Accuplacer test and have been encouraging the students to take math in their senior year. The power went down the first day of classes causing some disruption.

The Governor's State of the State message introduced an Alaska Performance Scholar student.

Statewide update: Focus is still on the Listening Sessions. The sessions will start internal listening at the end of January.

The Legislature is becoming a focus, and Chris Christensen will be advocating for the University. Michelle Rizk will handle any financial questions. President Gamble will also be in Juneau to address committees, along with Carla Beam. There has already been one hearing on the Alaska Performance Scholarship to look for long term funding possibilities.

Jeannie Phillips has retired for working for the Board of Regents and will be working for the Fairbanks campus.

The BOR Regulation and Policy review is coming to a conclusion at the end of the month. Feedback is going to Dan Jullius who is coordinating the collection of comments and edits. Each campus is working on their own perspective and will submit for compilation.

There are changes in the FERPA regulations, mostly regarding how institutions share information on students, specifically regarding longitudinal databases to share date. Campuses should look at the notices they give to students regarding FERPA notice.

UAF update: Its cold. The new transfer student orientation was very successful.

Emergency Alert Effort: There has been a discussion on Fairbanks emergency alert notification. There are about 400 people who have signed up for text notifications, which is a low number. There is a concern that there is not a good notification system unless you seek it out to sign up.

They are looking at pushing texts to cell phones, which creates the problem on how to get cell phone numbers, and if it could be required when registering, and if there is an opt out option. This should be a system wide effort, not just a Fairbanks effort.

UAS has a home grown system for emergency alerts, which is an opt in program. There are currently under 200 subscribed to the system. There is a reminder on the portal to sign up, but it has to be redone every semester.

There needs to be a conversation with General Council, Chancellors and Executive Staff to see about setting up a mandatory program with an opt out option. Each MAU should have the ability to set up their own system.

Alaska Performance Scholarship Outcome Report. The report was sent in draft form and a copy of the final report will be distributed when completed. There are 850 students on the scholarship.

Transfer Credit: The Registrars, Student Services Council and Vice Chancellors will meet next week to discuss transfer of credit. Transfer of credit is of concern to the President, some of the Board of Regents and has been showing up in listening sessions. There is also concern in the Legislature. The campuses do a good job of transfer credit and we are restricted by procedures in faculty senate. The President wants a focused discussion on this topic and maybe breaking it down to transfer of credit within the UA system and transfer of credit outside the system.

Hoping to have an analysis done by April.

The Advising White Paper is on hold and will be presented at a later meeting.

Tuition rates will be discussed at the next meeting.

Employee dependent tuition waiver – dependents are not being held to the same standard as other students. This is being looked at still.

Respectfully submitted by Melodee Monson.

**JOINT HEALTHCARE COMMITTEE  
JANUARY 18, 2012  
AUDIO/VIDEO CONFERENCE**

The agenda and attachments for the meeting are available at <http://www.alaska.edu/benefits/joint-health-care-committ/1-18-2012/>.

The meeting opened with 13 members present. Also present were Cyndee West, Erika Van Flein, Timothy Armbruster and David Hinckley. The agenda was approved as changed. Changes included moving addition of review of the JHCC website and Voluntary enrollment. The minutes were approved as amended.

The 300K committee hasn't met recently. There is an email ready to be sent out regarding the group wellness opportunity. The email should be sent out through the benefits listserv with the updated forms and flyer attached to the email. The forms should also be posted on the JHCC and Wellness websites.

The JHCC Branding Committee has not met, but will meet soon to discuss what is reasonable to bring forward.

Timothy Armbruster presented on the JHCC Charter Committee. The committee will work on a draft for the next meeting. Don Smith requested reasoning for having a Charter. The history regarding the charter was discussed. The Charter defines ground rules and was in place before the CBA languages was developed. The charter helps structure and facilitate the operation of the committee, helps avoid conflict, and defines having a chairperson. The charter does not expand the scope of the committee.

The 50/50 program was discussed. WIN can administer the health reimbursement at no cost if the JHCC provides a comprehensive list of what will be accepted for reimbursement. A sub-committee was set to make the list of acceptable items. JHCC members are invited to send suggestions to the sub-committee by the end of January. The list will be discussed at the February meeting with the finalized list going to WIN by February 15. The program will be promoted by WIN in March to run April 1-30.

WIN uses a standardized form to collect biometric data through their wellness events. Other screeners may use different forms or data sets, which may not be compatible. Self-reported data is not very useful either. If this is tied to Get The Point, there could be an additional cost involved. The committee discussed holding costs down and moving to just a 50 program for health reimbursement items only.

A motion was made to implement the \$50 reimbursement program with a specific list of reimbursable items to be finalized February 9<sup>th</sup> and administered by WIN with no charge for the implementation and requiring no biometric data.

The motion failed with a 6 yea to 4 nay votes. (not 2/3).

The committee continued discussing the purpose of the 300K funding and how a new motion to separate the 50/50 would relate to the October motion on the 50/50 program. Since the motion was

not passed, the October motion stands, but the second 50 for biometric data would be void because of the cost.

The motion was then made to reconsider the motion just made. The reconsideration passed 9-2.

The motion was reworded as:

Due to the costs associated with biometric data verification, implement the \$50 reimbursement program with a specific list of reimbursable items to be finalized February 9<sup>th</sup> and administered by WIN with no charge for the implementation and excluding biometric data and supersedes the October motion regarding the 50/50 program.

Discussion surrounded verified biometric data collection, the use and the mistrust of specific memberships with the University collection of biometric data, and how to get statistically accurate data.

The motion passed 9-2.

Online Weight Management – Erika requested the committee to make a motion on what to do with this item. After discussion on options for web based weight management programs, Erika was requested to see if other options besides Weight Watchers could be listed on the website. If Weight Watchers was chosen it would offer a reduction in costs to University employees. There would be no cost to the Health Plan for the Weight Watchers option.

Website – Discussion was held on what needs to be updated on the website. Leslie can do the updates if she is given the information

Voluntary enrollment. It was requested that language used in other plan designs to address cost shifting to the University plan from other plans be investigated and to see if Premera can administer tracking this.

Comments. The hiring of non-tobacco users was addressed in regard to current employees who use tobacco products applying for other University position. Since the current employee is already grandfathered in, they would not be subject to the non-use rule. The UAKjobs interface is still being configured to address this.

Lisa will not be at the vendor summit meeting and Abel will chair the meeting.

The meeting ended with a short discussion regarding using the 100% wellness benefit loophole and educating plan users and care providers. Much of the problem revolves around how the care provider bills Premera.

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The Vendor Summit will be in Anchorage on February 8 & 9.

The March Numbers Meeting and Cost Projections will be in Fairbanks on March 1 & 2.

Respectfully submitted by your JHCC representatives.