

# **UAS Staff Council Agenda**

## ***Tuesday November 16, 2010 @ 9am***

Location Novatney Conference Room (Juneau) • Location TBD (Sitka) • Location TBD (Ketchikan)

Toll-Free Number: 800-893-8850 Participant PIN: 8036136

### **1. Call to Order and Roll Call**

- |  |  |
|--|--|
| <input type="checkbox"/> Mary McRae Miller, President          | <input type="checkbox"/> Vickie Inkster, Ketchikan Member-at-Large |
| <input type="checkbox"/> Gwenna Richardson, Vice-President     | <input type="checkbox"/> Kim Davis, Sitka Member-at-Large          |
| <input type="checkbox"/> Dan Garcia, Secretary                 | <input type="checkbox"/> Nicole Duclos, Website                    |
| <input type="checkbox"/> Debbie Muller, Juneau Member-at-Large | <input type="checkbox"/> Members of the Public                     |

### **2. Adopt the Agenda**

### **3. Adopt the Minutes for September and October**

### **4. Communication**

- a. Student Success Survey
- b. Nessie's News
- c. Email lists
- d. Retreat

### **5. Structure Development**

- a. Binders

### **6. Website Subcommittee (11/10 – 1/11): Members – Nicole, Mary, Dan, Vickie**

- a. Status update: Nicole

### **7. Staff Training Subcommittee (11/10 – 1/11): Members – Gwenna, Vickie, Dan, Kim**

- a. Status update

### **8. Staff Alliance – Last meeting: Oct 12, 2010**

- a. Staff Compensation Working Group
- b. Next meeting: November 16, 3:00 p.m.

### **9. Chancellor's Cabinet – Last meeting: November 15, 2010**

- a. Highlights
- b. Next meeting: December 13, 8:30 a.m.

### **10. Campus Reports**

- a. Juneau – D. Muller
- b. Ketchikan – V. Inkster
- c. Sitka – K. Davis

### **11. Other Business**

### **12. Public Comment**

### **13. Next Meeting: December 15, 9:00 a.m.**

**Attachments:**

- Student Success Survey
- Difference in Income Table



**Difference in Adjusted Gross Income for Employee + Spouse**

26.78 Plan Increase from FY10-FY11

Grade	S 1	S 2	S 4	S 7	S 8	S 10	S 11	S 14	S 16	S 18	S 20	S 22	S 24	S 26	S 28	S 30	S 32	S 34	S 36	S 38	S 40	S 42	S 44	S 46	S 48	S 50	S 52	S 54	S 55
<b>73 Total</b>	0.20	0.47	0.21	1.90	2.19	2.77	2.82	3.72	4.73	5.37	5.89	6.82	6.95	7.63	8.84	9.58	9.70	11.04	11.28	12.05	13.34	14.02	14.84	15.56	16.42	17.29	18.04	19.21	19.67
<b>74 Total</b>	3.60	3.91	4.73	4.85	5.89	6.82	7.16	7.63	8.84	9.58	9.70	11.04	11.28	12.05	13.34	14.02	14.84	15.56	16.42	17.29	18.04	19.55	19.81	20.74	22.33	22.66	23.65	24.48	25.00
<b>75 Total</b>	7.47	7.40	8.64	9.34	9.70	11.04	11.41	12.05	13.34	14.02	14.84	15.62	16.42	17.29	18.04	19.55	19.81	20.74	22.33	22.66	23.65	24.48	25.52	26.57	27.64	29.26	29.89	31.66	31.53
<b>76 Total</b>	11.81	12.20	13.13	14.43	14.84	15.56	15.99	17.29	18.04	19.55	19.81	20.74	22.33	22.66	23.65	24.48	25.99	26.62	27.69	29.26	29.89	31.66	32.42	33.58	34.75	36.45	37.20	38.91	39.52
<b>77 Total</b>	16.71	17.14	17.32	19.74	19.53	20.89	20.90	22.84	23.37	24.23	26.29	26.92	27.59	29.16	29.78	31.55	32.20	33.39	35.01	36.77	37.28	38.98	39.92	41.27	42.63	43.62	45.04	47.07	47.81
<b>78 Total</b>	20.76	21.24	22.00	23.48	24.50	25.29	26.29	27.46	28.60	29.22	30.35	31.42	33.13	34.33	35.56	36.57	38.07	39.38	40.23	41.57	43.50	44.72	46.15	47.62	49.11	50.64	52.77	53.93	54.74
<b>79 Total</b>	25.20	25.72	26.78	28.40	28.95	30.07	30.64	32.38	33.57	34.78	36.02	37.28	38.57	39.89	41.23	42.59	43.99	45.41	46.86	48.34	49.85	51.39	52.96	54.57	56.20	57.87	60.50	61.85	62.74
<b>80 Total</b>	29.52	29.65	31.27	33.13	33.72	34.94	35.56	37.20	38.91	40.23	41.09	42.45	43.51	45.43	46.88	48.36	49.87	51.41	53.13	54.74	56.38	58.00	59.71	61.02	62.78	64.97	67.23	68.50	69.45
<b>81 Total</b>	34.78	35.90	36.64	38.98	39.64	40.42	41.09	43.67	44.72	46.15	47.62	49.11	50.64	52.77	53.93	55.55	57.61	58.85	60.57	61.90	63.23	66.30	68.17	69.45	71.44	72.96	75.74	77.23	78.27
<b>82 Total</b>	42.60	43.30	44.72	46.88	47.62	49.11	49.87	52.77	53.93	55.55	57.61	58.85	60.57	61.90	63.23	66.30	68.17	69.45	71.44	72.96	75.74	77.23	79.32	82.19	83.89	85.70	88.70	90.80	91.97
<b>83 Total</b>	51.39	52.76	53.93	56.38	57.61	58.85	59.71	61.90	63.23	66.30	68.17	69.45	71.44	72.96	75.74	77.23	79.32	82.19	83.89	85.70	88.70	90.80	93.16	95.61	97.64	100.15	103.27	106.02	106.65
<b>84 Total</b>	58.73	59.59	61.32	63.46	65.21	67.05	67.99	70.80	72.76	75.08	76.72	78.64	80.21	82.59	84.78	87.76	90.00	92.34	94.02	96.45	99.27	102.37	104.27	106.83	109.97	112.24	115.60	117.68	119.12

**Difference in Adjusted Gross Income for Employee + Family**

37.50 Plan Increase from FY10-FY11

Grade	S 1	S 2	S 4	S 7	S 8	S 10	S 11	S 14	S 16	S 18	S 20	S 22	S 24	S 26	S 28	S 30	S 32	S 34	S 36	S 38	S 40	S 42	S 44	S 46	S 48	S 50	S 52	S 54	S 55
<b>73 Total</b>	-10.52	-10.25	-10.51	-8.82	-8.53	-7.95	-7.90	-7.00	-5.99	-5.35	-4.83	-3.90	-3.77	-3.09	-1.88	-1.14	-1.02	0.32	0.56	1.33	2.62	3.30	4.12	4.84	5.70	6.57	7.32	8.49	8.95
<b>74 Total</b>	-7.12	-6.81	-5.99	-5.87	-4.83	-3.90	-3.56	-3.09	-1.88	-1.14	-1.02	0.32	0.56	1.33	2.62	3.30	4.12	4.84	5.70	6.57	7.32	8.83	9.09	10.02	11.61	11.94	12.93	13.76	14.28
<b>75 Total</b>	-3.25	-3.32	-2.08	-1.38	-1.02	0.32	0.69	1.33	2.62	3.30	4.12	4.90	5.70	6.57	7.32	8.83	9.09	10.02	11.61	11.94	12.93	13.76	14.80	15.85	16.92	18.54	19.17	20.94	20.81
<b>76 Total</b>	1.09	1.48	2.41	3.71	4.12	4.84	5.27	6.57	7.32	8.83	9.09	10.02	11.61	11.94	12.93	13.76	15.27	15.90	16.97	18.54	19.17	20.94	21.70	22.86	24.03	25.73	26.48	28.19	28.80
<b>77 Total</b>	5.99	6.42	6.60	9.02	8.81	10.17	10.18	12.12	12.65	13.51	15.57	16.20	16.87	18.44	19.06	20.83	21.48	22.67	24.29	26.05	26.56	28.26	29.20	30.55	31.91	32.90	34.32	36.35	37.09
<b>78 Total</b>	10.04	10.52	11.28	12.76	13.78	14.57	15.57	16.74	17.88	18.50	19.63	20.70	22.41	23.61	24.84	25.85	27.35	28.66	29.51	30.85	32.78	34.00	35.43	36.90	38.39	39.92	42.05	43.21	44.02
<b>79 Total</b>	14.48	15.00	16.06	17.68	18.23	19.35	19.92	21.66	22.85	24.06	25.30	26.56	27.85	29.17	30.51	31.87	33.27	34.69	36.14	37.62	39.13	40.67	42.24	43.85	45.48	47.15	49.78	51.13	52.02
<b>80 Total</b>	18.80	18.93	20.55	22.41	23.00	24.22	24.84	26.48	28.19	29.51	30.37	31.73	32.79	34.71	36.16	37.64	39.15	40.69	42.41	44.02	45.66	47.28	48.99	50.30	52.06	54.25	56.51	57.78	58.73
<b>81 Total</b>	24.06	25.18	25.92	28.26	28.92	29.70	30.37	32.95	34.00	35.43	36.90	38.39	39.92	42.05	43.21	44.83	46.89	48.13	49.85	51.18	52.51	55.58	57.45	58.73	60.72	62.24	65.02	66.51	67.55
<b>82 Total</b>	31.88	32.58	34.00	36.16	36.90	38.39	39.15	42.05	43.21	44.83	46.89	48.13	49.85	51.18	52.51	55.58	57.45	58.73	60.72	62.24	65.02	66.51	68.60	71.47	73.17	74.98	77.98	80.08	81.25
<b>83 Total</b>	40.67	42.04	43.21	45.66	46.89	48.13	48.99	51.18	52.51	55.58	57.45	58.73	60.72	62.24	65.02	66.51	68.60	71.47	73.17	74.98	77.98	80.08	82.44	84.89	86.92	89.43	92.55	95.30	95.93
<b>84 Total</b>	48.01	48.87	50.60	52.74	54.49	56.33	57.27	60.08	62.04	64.36	66.00	67.92	69.49	71.87	74.06	77.04	79.28	81.62	83.30	85.73	88.55	91.65	93.55	96.11	99.25	101.52	104.88	106.96	108.40

**A Full Time Employee**

**Average and Median Employee is at Grade 78 Step 20**

This employee with a spouse had a \$30.35 increase per pay period

This employee with a family had a \$19.63 increase per pay period

**Mode Employee is at Grade 76 Step 11**

This employee with a spouse had a \$15.99 increase per pay period

27.78

# Communicating Science

## MSL694 Focus on Ocean Sciences

This highly interactive two-credit course will allow you to gain hands-on experience with teaching and communicating research to school and public audiences.

Learn to lead programs in school and museum settings, develop a podcast, and present your own science to your peers. Explore the theories behind effective teaching strategies that are based on the science of how people learn.

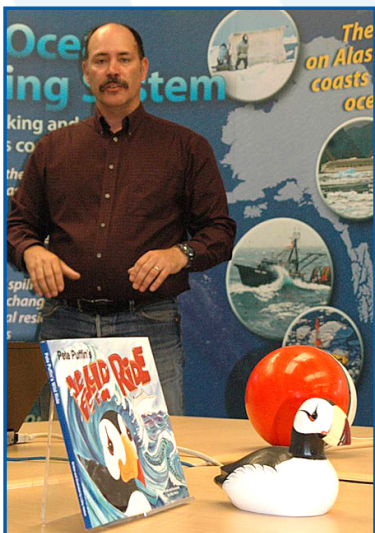
Instructors, guest lecturers, and students will engage in modeling inquiry-based and active learning techniques through presentations and activities that address concepts in ocean sciences. Ten “lecture” periods will be highly active in nature followed by five sessions of educational practice in museum and field trip settings.



### Mondays

**Section F02 Museum 151, Fairbanks** 9:15 a.m.-11:15 a.m.

**Section FJ2 Lena 212, Juneau** 9:15 a.m.-11:15 a.m.



Classes in Fairbanks and Juneau will be connected via video conference, and distance delivery will be combined with guided participation in activities at both locations.

Partners for the educational practice experience will be the Museum of the North in Fairbanks and the Alaska State Museum in Juneau.

*Instructor permission required.  
Contact Laura Conner, [ldconner@alaska.edu](mailto:ldconner@alaska.edu)*



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# University of Alaska's Health Care Accounting: Projection

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## **Review of FY2011 Health Care Projections and Employee Rates**

**February 2010**



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## Health Care Accounting Overview

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The health care accounting process is complex and will not be presented in this document. For an overview of the health care accounting process please refer to:  
<http://www.alaska.edu/benefits/health-plan/health-care-accounting/>

# Review of Health Care Accounting Timeline

## Projections

January- March:

- Project the costs and recoveries for the current and the next fiscal year
- Develop the employee health care rates that will be used for open enrollment in April and May

## Fiscal Year Activity

July- June:

- Cost are incurred and paid
- Recoveries are received

## Actuals

August-October:

- Determine the actual costs and recoveries for the prior fiscal year
- Determine the over or under recovery that will be rolled into future periods

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# Components of Health Care Accounting Projections

+Costs

-COBRA Recovery

-UA Obligation

+Prior Year Adjustments

**Employee Recovery Needed**

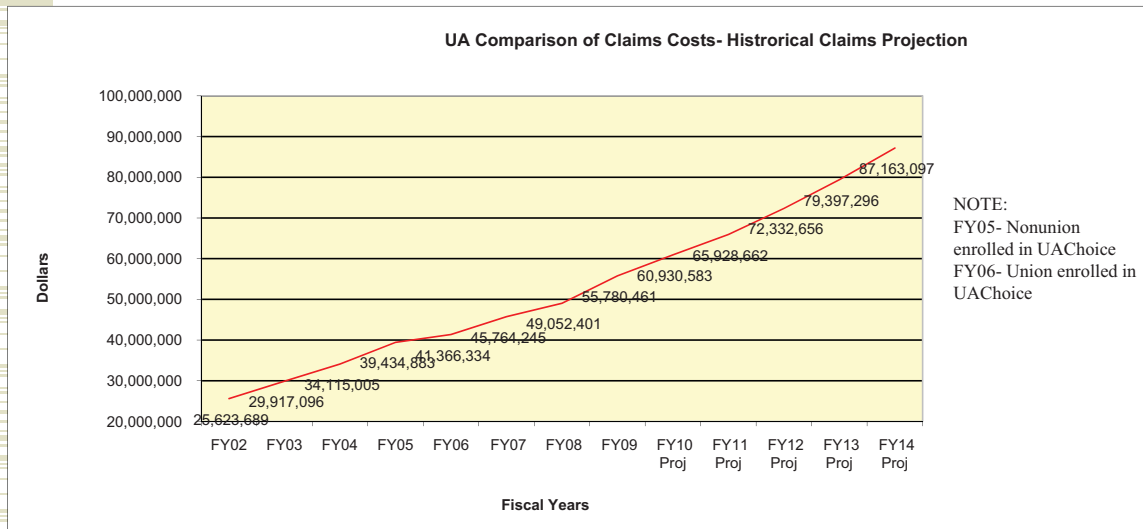


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# FY2011 Projections

Line #		Total
	<b>Costs</b>	
1	Health Claims	65,928,662.35
2	Vision Insurance Premium	801,102.00
3	Admin Cost - Health Program	2,700,267.84
4	Cobra Outsourcing	28,426.20
5	Wellness	2,398,544.18
6	<b>Total Costs</b>	<b>71,857,002.57</b>
	<b>Recoveries</b>	
7	Cobra Health	(248,125.07)
8	<b>Net Cost</b>	<b>71,608,877.50</b>
	<b>University Commitment:</b>	
	Yearly Defined Contribution Rate	
9	(per Mo = 1023.75	12,285.00
10	Average number of employees FY11	4,270
11	<b>University Obligation</b>	<b>52,456,950.00</b>
12	University Defined Contribution - % of net costs	73.25%
13	University obligation- to meet floor percentage	6,978,418.33
14	<b>Total University obligation</b>	<b>59,435,368.33</b>
	Total University obligation minimum- % of net costs	
15	costs	83.00%
	<b>Employee Recovery Needed (before PY adj's)</b>	
16		<b>12,173,509.17</b>

# Claims Cost Comparison



# Applying Over Recovery to Rates

Projected over recovery remaining after FY10:  
\$2.4 million

This entire amount is projected to be used in  
FY11 to offset employee rates.

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## FY10-FY11 Annual Employee and Dependent Rates

<i>Line #</i>		Headcount as of Dec 2009	FY10 Actual Rates	FY11 (Reallocation w/ over-recovery)	FY11 \$ Change
<b>Deluxe Plan</b>					
1	EE	219	\$1,559.00	\$2,547.00	\$988.00
2	EE + SP	216	3,118.00	5,094.00	1,976.00
3	EE + CH	42	2,806.00	4,584.00	1,778.00
4	Family	146	4,365.00	7,131.00	2,766.00
<b>Standard Plan</b>					
5	EE	943	\$768.00	\$1,116.00	\$348.00
6	EE + SP	907	1,536.00	2,232.00	696.00
7	EE + CH	239	1,382.00	2,009.00	627.00
8	Family	1054	2,150.00	3,125.00	975.00
<b>Economy Plan</b>					
9	EE	237	\$171.00	\$395.00	\$224.00
10	EE + SP	129	341.00	790.00	449.00
11	EE + CH	33	307.00	711.00	404.00
12	Family	139	478.00	1,106.00	628.00

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