

University of Alaska
FY13 Actual and FY14 Proposed Employee Rate Comparison
Base Annual Rates

Line #		Headcount projection as of Feb 2013	FY13 Actual Rates	FY14 Proj Rates	FY14 \$ Change	FY14 % Change
"750" Plan						
1	EE	678	\$2,280	\$2,073	(\$207)	-9.08%
2	EE + SP	485	4,560	4,146	(\$414)	-9.08%
3	EE + CH	97	4,104	3,110	(\$994)	-24.22%
4	EE + 2CH	69	4,104	3,939	(\$165)	-4.02%
5	EE + 3 or more CH	23	4,104	4,561	\$457	11.14%
6	EE + SP + 1CH	164	6,384	5,183	(\$1,201)	-18.81%
7	EE + SP + 2CH	184	6,384	6,012	(\$372)	-5.83%
8	EE + SP + 3 or more CH	112	6,384	6,634	\$250	3.92%
HDHP Plan						
9	EE	724	\$1,465	\$1,333	(\$132)	-9.01%
10	EE + SP	439	2,930	2,666	(\$264)	-9.01%
11	EE + CH	83	2,637	2,000	(\$637)	-24.16%
12	EE + 2CH	54	2,637	2,533	(\$104)	-3.94%
13	EE + 3 or more CH	22	2,637	2,933	\$296	11.22%
14	EE + SP + 1CH	243	4,102	3,333	(\$769)	-18.75%
15	EE + SP + 2CH	266	4,102	3,866	(\$236)	-5.75%
16	EE + SP + 3 or more CH	138	4,102	4,266	\$164	4.00%
CDHP Plan						
17	EE	56		\$1,183		
18	EE + SP	36		2,366		
19	EE + CH	8		1,775		
20	EE + 2CH	5		2,248		
21	EE + 3 or more CH	1		2,603		
22	EE + SP + 1CH	17		2,958		
23	EE + SP + 2CH	19		3,431		
24	EE + SP + 3 or more CH	11		3,786		

PROPOSED UA Choice FY14 Rates for 750 Plan and High Deductible Health Plan

26 Payrolls				
750 Plan	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$79.74	N/A	\$ 79.74	\$ 2,073
EE + Spouse	\$79.74	\$79.74	\$159.48	\$ 4,146
EE + 1 Child	\$79.74	\$39.89	\$119.63	\$ 3,110
EE + 2 Children	\$79.74	\$71.77	\$151.51	\$ 3,939
EE + 3 or more Children	\$79.74	\$95.70	\$175.44	\$ 4,561
EE, Spouse, 1 child	\$79.74	\$119.62	\$199.36	\$ 5,183
EE, Spouse, 2 children	\$79.74	\$151.50	\$231.24	\$ 6,012
EE, Spouse, 3 or more Children	\$79.74	\$175.43	\$255.17	\$ 6,634
High Deductible Health Plan (HDHP)	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$51.27	N/A	\$ 51.27	\$ 1,333
EE + Spouse	\$51.27	\$ 51.27	\$102.54	\$ 2,666
EE + 1 Child	\$51.27	\$ 25.66	\$ 76.93	\$ 2,000
EE + 2 Children	\$51.27	\$ 46.16	\$ 97.43	\$ 2,533
EE + 3 or more Children	\$51.27	\$ 61.54	\$112.81	\$ 2,933
EE, Spouse, 1 child	\$51.27	\$ 76.93	\$128.20	\$ 3,333
EE, Spouse, 2 children	\$51.27	\$ 97.43	\$148.70	\$ 3,866
EE, Spouse, 3 or more Children	\$51.27	\$112.81	164.08	\$ 4,266
19 Payrolls				
750 Plan	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$109.11	N/A	\$109.11	\$ 2,073
EE + Spouse	\$109.11	\$109.11	\$218.22	\$ 4,146
EE + 1 Child	\$109.11	\$ 54.58	\$163.69	\$ 3,110
EE + 2 Children	\$109.11	\$ 98.22	\$207.33	\$ 3,939
EE + 3 or more Children	\$109.11	\$130.95	\$240.06	\$ 4,561
EE, Spouse, 1 child	\$109.11	\$163.69	\$272.80	\$ 5,183
EE, Spouse, 2 children	\$109.11	\$207.32	\$316.43	\$ 6,012
EE, Spouse, 3 or more Children	\$109.11	\$240.06	\$349.17	\$ 6,634
High Deductible Health Plan (HDHP)	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$70.16	N/A	\$ 70.16	\$ 1,333
EE + Spouse	\$70.16	\$ 70.16	\$140.32	\$ 2,666
EE + 1 Child	\$70.16	\$ 35.11	\$105.27	\$ 2,000
EE + 2 Children	\$70.16	\$ 63.16	\$133.32	\$ 2,533
EE + 3 or more Children	\$70.16	\$ 84.22	\$154.38	\$ 2,933
EE, Spouse, 1 child	\$70.16	\$105.27	\$175.43	\$ 3,333
EE, Spouse, 2 children	\$70.16	\$133.32	\$203.48	\$ 3,866
EE, Spouse, 3 or more Children	\$70.16	\$154.37	\$224.53	\$ 4,266

PROPOSED UA Choice FY14 Rates for the Consumer Directed Health Plan (CDHP)

Note: This is a High Deductible Health Plan with a Health Savings Account. This plan has different benefits from a regular HDHP and restrictions on eligibility apply.

Please see the plan information before choosing this plan.

<i>26 Payrolls</i>				
Consumer Directed Health Plan (CDHP) (26 pay)	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$45.50	N/A	\$ 45.50	\$ 1,183
EE + Spouse	\$45.50	\$ 45.50	\$ 91.00	\$ 2,366
EE + 1 Child	\$45.50	\$ 22.77	\$ 68.27	\$ 1,775
EE + 2 Children	\$45.50	\$ 40.97	\$ 86.47	\$ 2,248
EE + 3 or more Children	\$45.50	\$ 54.62	\$100.12	\$ 2,603
EE, Spouse, 1 child	\$45.50	\$ 68.27	\$113.77	\$ 2,958
EE, Spouse, 2 children	\$45.50	\$ 86.47	\$131.97	\$ 3,431
EE, Spouse, 3 or more Children	\$45.50	\$100.12	\$145.62	\$ 3,786

<i>19 Payrolls</i>				
Consumer Directed Health Plan (CDHP) (19 pay)	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge
Employee (EE)	\$62.27	N/A	\$ 62.27	\$ 1,183
EE + Spouse	\$62.27	\$ 62.27	\$124.54	\$ 2,366
EE + 1 Child	\$62.27	\$ 31.16	\$ 93.43	\$ 1,775
EE + 2 Children	\$62.27	\$ 56.06	\$118.33	\$ 2,248
EE + 3 or more Children	\$62.27	\$ 74.74	\$137.01	\$ 2,603
EE, Spouse, 1 child	\$62.27	\$ 93.43	\$155.70	\$ 2,958
EE, Spouse, 2 children	\$62.27	\$118.32	\$180.59	\$ 3,431
EE, Spouse, 3 or more Children	\$62.27	\$137.00	\$199.27	\$ 3,786

2013 Health Savings Account limits are \$3,250 for an individual, and \$6,450 for family coverage. See the enrollment guide for more information on health savings accounts.