

SHCC met 12/3/2015 to discuss changes before the JHCC on Friday, 12/4/2015.

We discussed the proposals in front of the JHCC (Joint Health Care Committee) and voted as a group. Our two members on SHCC will take this to the 12/4/2015 JHCC meeting.

For more information see the links below:

Link JHCC www.alaska.edu/benefits/joint-health-care-committ/

The Voice www.alaska.edu/voice/2015/

SHCC voted Yes on 15.3**JHCC Motion 15.3: Retrofit Plan Option 1 (\$65, 000 total cost if the max of 100 participate)**

The JHCC recommends that the University of Alaska Chief Human Resources Officer implement the Retrofit Funding Proposal 1.

- Participants pay for the required devices and a \$20/month copay for the 6-month program.
- The cost to the health plan will be \$440/participant for the first three months and \$240/participant for the second three months of the program.
- Participants have the option to continue on a maintenance program beyond the 6-month program at their own expense (\$44/month).
- The minimum number of participants will be 40 and the maximum will be 100.

With less risk factors for our members, Retrofit will be a great benefit to those participating and will lower health care costs in the long run.

SHCC voted Yes on 15.4 (puts UA in compliance with the federal government)**JHCC Motion 15.4: CDHP Deductibles and Out of Pocket Maximums**

The JHCC recommends that the University of Alaska Chief Human Resources Officer implement new CDHP deductibles and out of pocket maximums for the FY17 plan year to comply with federal law as follows:

- Deductible – Individual: \$1,500
- Deductible – Family: \$3,000
- Out of Pocket maximum – Individual: \$5,000
- Out of Pocket maximum – Family: \$6,850

SHCC voted NO on 15.5 (want to phase in the increases rather than do abruptly- not acceptable for a huge increase in one year for a population that can ill afford it)**JHCC Motion 15.5: Increase in 750 Plan and HDHP Pharmacy Individual and Family Maximums**

The JHCC recommends that the University of Alaska Chief Human Resources Officer implement increases of the 750 Plan and HDHP pharmacy individual and family maximums for the FY17 plan year as follows:

Out of Pocket maximum – Individual: \$1,700

Out of Pocket maximum – Family: \$2,700

Here is the last JHCC proposal on incentive changes for wellness program. It keeps the wellness points you need to earn the same.

For folks who can meet three biometric standards out of 5 in FY17, they don't have to work for points the next year but still need to do Personal Health Assessment. See yellow below. This is meant to reward the healthy.

Motion 15.6: Wellness Program Plan Design for FY17 for FY18 and FY19 Employee Contribution Rebates

The JHCC recommends that the University of Alaska Chief Human Resources Officer implement the following wellness program plans designs for FY17, FY18 and FY19:

UA Wellness Program On-Going Plan DesignFY17 Wellness Plan

- Dates: 5/1/16—4/30/17
 1. Program actually starts (website updated) on 7/1/16
 2. look-back for all activities to 5/1/16
- Eligible: Any employee, spouse/FIP currently on UA Choice Health Plan
- Requirements:
 1. Complete PHA
 2. Get biometric screening
 3. Earn 5 additional points
- Incentive Reward: \$600 per person
 1. Paid-out over FY18
- **Additional Considerations:**
 1. If 3 out of 5 biometric metrics are met, member will also earn rebate for FY19, and only have to complete PHA (personal health assessment) in FY18

FY18 Wellness Plan

- Dates: 5/1/17—4/30/18
 1. Program actually starts (website updated) on 7/1/17
 2. Look-back for all activities to 5/1/17
- Eligible: Any employee, spouse/FIP currently on UA Choice Health Plan
- Requirements:
 1. PHA
 2. If 3 out of 5 biometric metrics were not met in FY17, then biometrics must be completed again
 3. If 3 out of 5 biometric metrics were not met in FY17, then 5 additional points will also need to be earned
- Incentive Reward: \$600 per person
 1. Paid-out over FY19

FY19 Wellness Plan (tentative, subject to change)

- Dates: 5/1/18—4/30/19
 1. Program actually starts (website updated) on 7/1/18
 2. Look-back for all activities to 5/1/18
- Eligible: Any employee, spouse/FIP currently on UA Choice Health Plan
- Requirements:
 1. PHA
 2. If 3 out of 5 metrics were not met in FY18, then biometrics must be completed again
 3. If 3 out of 5 metrics were not met in FY18, then 5 additional points will also need to be earned
- Incentive Reward: \$600 per person
 1. Paid-out over FY20