

SR 81831_HX Med Rates.doc

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Create 2007 HX Medical Benefits Rates Transactions

Created on: March 12, 2007

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Background

Release 1735 provided the capability in PPS to assess medical plan rates based on an employee's bargaining unit, in support of the HEERA requirement to include Health & Welfare benefits in the contract bargaining process. At the time of the creation of Benefits Rates for 2007, three bargaining units (HX, KM and FF) had not reached agreement, and thus their medical rates were held to 2006 levels:

- The MCB levels of '<40', '40-80', '80-120' and '>120' were retained
- The employee premiums were held at 2006 rates and the employer costs were increased to cover the full amount of the 2007 premiums

Pursuant to the ratification of the HX contract effective 03/30/07, the Benefits Rate Table must now be updated.

Objective

Create PPS BRT medical rates for HX unit, effective 05/01/07. These HX rates must reflect 2007 employee costs and 2007 MCB levels currently in use for the 'default' ('00') bargaining unit. This data has been provided by HR&B-ISS per SR81828 and reflects the following:

- Effective date of '05/01/2007'
- 2007 MCB levels of '<43', '43-86', '86-129' and '>129'
- Total premium rates will be the same as already established by Deloitte for 2007
- Employer cost will be the same as already established by Deloitte for 2007

Transactions to update the PPS Benefits Rates Table should be created as follows:

- a. All locations should receive transactions to update the 'HX' rates
- b. Rates for Definity Health plan should only be provided to UCSF and UCSB.

Requested by:

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Due Date:

These transactions must be made available to campuses no later than April 6, 2007. Campuses must apply the BRT changes to PPS in time for the first April bi-weekly payroll (checks dated 04/18/07) and the April SM payroll (checks dated 04/23/07).