March 23, 2017

NEL 215

Committee Members:

<table>
<thead>
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<th>Present</th>
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<tr>
<td>Don Clothier</td>
<td>Joel Burcham</td>
<td>Debbie Copp</td>
<td>Michael Kramer</td>
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<td>Rhonda Lawes</td>
<td>Chris McNabb</td>
<td>Renda Pasek</td>
<td>Glen Pinkston</td>
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<td>Karen Rupp-Serrano</td>
<td>Will Wayne</td>
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<td>Others:</td>
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<td>Marcy Fleming</td>
<td>Ashley Langley</td>
<td>Lauren McKinney</td>
<td>Lisa Millington</td>
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<td>Lindsay Mitchell</td>
<td>Todd Neaves</td>
<td>Robin Richardson</td>
<td>Frank Shadid</td>
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<td>Dron Silas</td>
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Committee Members:

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<th>Absent</th>
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<tr>
<td>Lyn Cramer</td>
<td>Kevin Farmer</td>
<td>Mary Ann Pascucci</td>
<td>Terri Lunday</td>
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<td>Jeff Berry</td>
<td>Gordon Shaw</td>
<td>Fred Shelley</td>
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Approval of Minutes

(Clothier)

- (Passek) moved to approve minutes
  - 2nd by (Wayne)
  - Minutes approved unanimous vote

Fringe Benefit Update

- (Fleming) Norman has a total of 5,708 employees enrolled in medical insurance coverage in 2017, a jump of 6% verses 2016.
  - 5,379 are enrolled in the PPO plan, a jump of 15% verses 2016
  - 329 are enrolled in the HSA plan, a jump of 79% verses 2016
  - The large increase in individual plan enrollment is due to the removal of the HMO plan.
    - 455 employees that were previously enrolled moved to the PPO plan
    - 106 employees that were previously enrolled moved to the HSA plan

- (Fleming) HSC has a total of 5,714 employees enrolled in 2017, a decrease of 2% verses 2016.
  - 5,339 are enrolled in the PPO plan, a jump of 7% verses 2016
  - 375 are enrolled in the HSA plan, a jump of 60% verses 2016
  - The large increase in plan enrollment is due to the removal of the HMO plan.
    - 455 employees that were previously enrolled moved to the PPO plan
    - 146 employees that were previously enrolled moved to the HSA plan
• (Richardson) Willis Towers Watson recently completed a prescription drug analysis where they compared, line by line, the Cigna formulary verses the Blue Cross formulary. In conclusion:
  o Cigna covers a total of 7,438 prescriptions, Blue Cross covers a total of 2,322 prescriptions.
  o Cigna covers an additional 5,293 prescriptions that are NOT covered by Blue Cross.
  o The total number of drugs that Blue Cross covers that are NOT available in the Cigna formulary is 83 drugs.
  o (Richardson) advised that WTW would begin an analysis of the movement of prescription drugs between co-pays on the formulary (going from one co-pay to a higher co-pay).
  o Discussion that many employees are unhappy that 90 day prescriptions are not being covered at Walgreens.
    ▪ (Fleming) advised that although frustrating, a narrower network does allow the University to control costs.
• (Richardson) explained that Sarah Vaughn is now available to meet with employees with any Cigna related issues.
  o Sarah will be on-site every week for the first two months and will go to bi-weekly after two months
  o She will be on-site in Tulsa every six weeks
• (Richardson) Willis Towers Watson has also been tracking the Cigna provider recruitment efforts.
  o Out of 113 providers that have been requested by employees:
    ▪ 47 of those have been contracted or are actively being recruited
    ▪ 11 of those could not be contracted due to scheduling issues (the doctor did not want to agree to the Cigna discount)
    ▪ 15 were not viable
    ▪ 29 did not respond
  o (Willis Towers Watson) also provided a snapshot of the current mental health providers that are included in the Cigna network:
    ▪ There are currently 450 mental health providers in the Oklahoma City area.
      • 92 in Norman
      • 49 in Edmond
      • 256 in Oklahoma City
    ▪ (Copp) advised there is concern for the number of mental health providers specifically for children ages 6-12.
      • (Richardson) advised that there are 24 providers within 10 miles of OU that treat children ages 6-12 and there are 73 providers within 25 miles of OU.
  o (Richardson) advised that there will be a form available to employees to request a provider be added to the Cigna recruitment efforts. HR will review the form and it will be posted on the website.
• (Fleming) advised that married employees who both work at OU can link their plan deductibles. Employees should contact Sarah Vaughn if they are interested in doing so.
• (Richardson) acknowledged the concern of Chantix not being covered by Cigna. Willis is working with Cigna to correct the problem.
• (Fleming) advised that there is a finalist for the assistant director for benefits for both campuses.

FSA Update
(Fleming)

• OU employees were given a participant survey to rate their experience with Connect Your Care and the results came back with a satisfaction rate of 83%.
  o 109 employees responded
  o 83% satisfaction is very impressive; Connect Your Care’s book of business is 87%.
  o There were 2,478 flexible spending accounts with Connect Your Care in 2016.
  o There were 406 dependent care accounts with Connect Your Care in 2016.
  o Employees contributed $3.2 million to flexible spending accounts in 2016
  o Employees contributed $1.5 million to dependent care accounts in 2016.
• FSA claims volume was at 53,538 in 2016
  o 90% of those claims were processed via the payment card.
• Dependent care claims were at 2,976 in 2016
• Utilizing the payment card will give employees the ability to process claims more quickly.
  o 88% of employees using the card did not need to submit any additional documentation to Connect Your Care
  o 89% of manual claims were processed within 3 days
  o 99% of manual claims were processed within 5 days

Wellness Update
(Mitchell)

• Tulsa and Norman standing desks have been distributed. HSC standing desks will be distributed during the first week of April.
• The Weight Watchers program is on-going.

(Millington)

• OU Wellness Portal launched on 2/15/17.
• 2,700 employees have signed up for portal access thus far.

Retirement Update
(Silas)

• Special Voluntary Retirement Incentive (SVRI) was approved by the Board of Regents on March 8th.
  o There are 417 eligible compared to 385 in 2016.
  o 35% accepted in 2016
There are a few additional eligible employees to add to the eligibility list (they were missed due to differing dates in PeopleSoft caused by a break in service).

(Pinkston) advised that the cutoff date of June 30th was the cause for upset.
  - (Fleming) explained that there is a conversation for gap eligible employees but the University also has to balance the need for savings and retention.

(Passek) asked if there was any interest in looking at retiree benefits as a means of savings.
  - (Fleming) advised that HR has not been asked to look at retiree benefits but there is always the potential in the future to re-evaluate.

• (Silas) Two changes to the SVRI in comparison to last year:
  o Eligible age was lowered to 60
  o Window is wider (March 15th - June 30th)

• (Silas) advised that Fidelity is available to meet with departments or individuals and the schedule for workshops has been updated.
  o Go to getguidance.fidelity.com to schedule a one-on-one session with a Fidelity representative
  o Workshops for HSC were rescheduled
  o Departmental workshops for Fidelity and the SVRI should be scheduled by emailing svri@ou.edu

Wrap Up/Adjournment

(Clothier) Introduced new committee member, Rhonda Lawes (teleconference), who is joining from the College of Nursing on the Tulsa campus.

(Clothier) Meeting Adjourned at 3:00 P.M.