MINUTES
EMPLOYEE BENEFITS COMMITTEE
March 27, 2008

Members Present
Darryl McCullough, Chair    Dick Bennett
Debbie Copp                Dunn Cumby
Brenda Freese              Karan Glickman
Nancy Matthews             Milt Olsen
Charla Rae                 Will Wayne

Members Absent
Stacy Anderson             Frances Ayres
Susan Marcus-Mendoza       Simin Pulat

Ex Officio Members
Nick Kelly

The meeting was called to order by the Chair at 1:37 pm.

I. Approval of Minutes

Minutes of the February 21 meeting were approved without discussion.

II. Approval of Bylaws (Darryl McCullough)

Spoke with Sonya Fallgatter to finish the minor revisions. She suggested speaking with the Tulsa Staff Senate and the HSC Faculty Senate about the wording of the Tulsa appointments. Tulsa Staff Senate did not have a problem with the wording change. The HSC Faculty Senate later this evening and Milt will bring it up.

Questions/Comments from Committee (Darryl’s answers in bold)

Can we change “2 Staff members appointed by the Norman Staff Senate and 2 Staff members appointed by the President” to read “2 Norman Campus staff members” etc for consistency?

Yes, I can make that change.

There were almost no changes from the previous version except that ex-officio members of the EBC are the Director and Assistant Director of Human Resources and additional Human Resources Personnel to be determined by the Director of Human Resources. Sonya thinks that these members need to be spelled out. She also mentioned that the Provosts Office will keep things up to date as well. I think the suggestion we made will work out.
Who would approve the bylaws? There are 3 Staff and 2 Faculty Senates. Would it need to be approved by all these governance groups?

If we made a fundamental change to the membership, then it would need to be approved by these groups as well as the President.

I’m fine with waiting until next month to approve the bylaws. Would the EBC like to wait until the next meeting to approve the bylaws? There is no deadline on this so waiting would not be a problem.

Since everyone is in agreement, we will wait until next month to approve the bylaws.

III. RFP Update (Nick Kelly)

The Evaluation Committee met two weeks ago and had the vendors conduct presentations. The committee has asked several vendors to come back with their best and final offer. Clarifying questions were given to them as well. The committee is meeting next week to discuss the final offers, pricing of plans, network issues, wellness issues, etc. The goal is to have a vendor selected by the end of May.

The Flexible Spending Vendors all discussed the Debit Card technology to help with reimbursements.

Questions/Comments from Committee (Nick’s answers in bold)

Our next EBC meeting is April 17th. Do you think that is enough time to get information from the Evaluation Committee or should we move our meeting?

We are hoping to have all the information by the middle of next week (April 2nd or April 3rd). We hope to gather the committee before the April 16th and analyze the offers. If that information cannot be compiled, it would be easiest to move the EBC meeting back a week.

Do you have a ballpark figure for the medical plans?

Pricing was not discussed at the last meeting but we have asked the vendors to come back with that information in their best and final offer.

Can you expand on the FSA debit card? What type of services would be involved in that?

Most doctor’s offices and pharmacies would accept this card. The pharmacies would know how much the drugs cost. For over the counter drugs, there is new software that will just pay for the FSA eligible items and deduct it from your account at point of sell. The technology has improved and most pharmacies and grocery stores have this available. The card would be used just like any other debit card.
Does the committee feel we received good offers?

Yes, absolutely.

What is the timeline for other governance groups once the vendor is selected?

With an effective date of January 1, 2009, with a new company, our enrollment has to start the first week in November. The Regents have to approve it by the second week in September so it will have to be on the agenda around the beginning of August. Implementation meetings will have to begin in July. By the end of April, a recommendation will be made from this committee and communication can begin after that.

IV. Retiree Medical Update (Nick Kelly)

The committee has met once since the EBC met last. This is a very complex issue and does not have a deadline to come up with a recommendation.

- OU does not want an employee to feel that they must leave early to preserve a benefit.
- Sustainability of the Retiree Medical Program. Post Retiree Medical is about $700 million dollars. This is spread over 50-60 years but it is still something that has to be put on the books.
- A policy was passed for employees hired January 1, 2008, or later that states that these employees will be able to participate in the retiree medical program, but the University will not incur the cost.
- The next meeting will be held in May.
- Years of service are something the committee is looking into.

Questions/Comments from Committee (Nick’s answers in bold)

There have been phone calls with rumors that the retirement committee had a plan and was going to present it to the Regents. Is this true?

No, this is not true.

V. Other Updates

No other updates

VI. New Business

Darryl mentioned to keep the April 27th open in case the regular meeting needs to be changed.

There being no other business, the meeting was adjourned at 2:22 p.m.