MINUTES
EMPLOYMENT BENEFITS COMMITTEE
September 15, 2011

Members Present
Don Clothier           Mark Morvant
Debbie Copp            Jannie Porter
Aimee Franklin         Al Schwarzkopf
Suzanne Gilmore        Will Wayne
Sue-Anna Miller        Frances Wen

Members Absent
Alisa Dougless         Don Harrison
Brenda Freese - Chair  Chad Johnson

Ex Officio Members
Barbara Abercrombie
Julius Hilburn
Nick Kelly

Brenda Freese was absent. Will Wayne called the meeting to order at 1:35 pm.

Julius Hilburn opened the meeting with the introduction of the newest EBC member, Mark Morvant, Associate Professor, Chemistry and Biochemistry. Mark will serve through August 2013.

I. Approval of Minutes

- The August minutes were approved pending changes as suggested by Debbie Copp via email.

Draft Minutes version:

Motion: Aimee made a motion to maintain the current contribution strategy in 2012 and accept the renewal as presented. If the renewal changes due to final negotiations with BCBS, the committee will not meet, but HR will provide a final proposal and the committee will vote electronically.

Final Minutes should read:

Motion: Debbie made a motion to maintain the current contribution strategy in 2012 and accept the renewal as presented. Aimee added that if the renewal changes due to final negotiations with BCBS, the committee will not meet, but HR will provide a final proposal and the committee will vote electronically.
II. 2012 Insurance Renewal

- The recommendation was sent to the regents and approval is anticipated during the September 19-20 meeting.
- The HMO plan will now be more expensive than the PPO. HR will work to help employees understand the two plans in order to make the most informed decision for their circumstances.
- There will be an exclusive “Sooner Blue” network available to employees who elect the PPO option. This network will allow OU employees to receive deeper discounts when using Norman Regional Hospital or Physician network. BCBS is working on a solution which will allow employees to search for a Sooner Blue doctor on the OU/BCBS website since the information will not be available through the Provider Finder.
- Long Term Disability
  - Open enrollment for employees in 2012 without Evidence of Insurability (EOI) requirements. EOI requirements will resume in 2013.
  - Rates have decreased 50%
- Life Insurance
  - Open enrollment will be offered to employees in 2012. The following rules will apply:
    - Employees currently enrolled: May increase up to two levels, to the lesser of 4.5 times salary or $450,000 (basic and supplemental combined), without EOI.
    - Employees that have been eligible but not enrolled: May enroll for the lesser of 3 times salary or $200,000 (basic and supplemental combined), without EOI.
  - Benefits Fairs will be held the week of October 23rd. Information on specific campus dates will be posted on the HR Open Enrollment website in the coming weeks.
  - Open Enrollment will be held October 31st – November 11th.

Debbie asked that information be provided to employees that encourages FSA use. She suggested that specific dollar amount examples be provided to show employees that given the pretax status, they don’t really pay the full amount of their contribution.

Julius told the group that OU has always allowed employees the option of waiving the University provided basic life insurance (1.5 times annual salary). He suggested that allowing employees to waive removes the safety net the insurance is intended to provide. As a result, he informed the group that HR’s recommendation is that employees no longer have the option to waive basic life insurance as of 1/1/2012.
Al suggested that as a matter of courtesy the removal of the option to waive life be run by the Senate’s. Debbie and Sue-Anna countered that decisions such as this are what the EBC was created for and there is no need to go to the Senate’s.

*Motion: Sue-Anna presented a motion to support HR’s position that 1.5 times annual salary is a university provided benefit with no option to waive. Don Clothier seconded the motion. Al voted no; all other committees affirmed.*

Al inquired as to what is the maximum number of days available on the long term care plan. HR will look into this and report back at the next meeting.

### III. Fidelity Record Keeper

- Nick told the group that the Master Record Keeper project is on schedule.
  - 2,500 employees have attended the 15 large group meetings
  - 90 departmental meetings have been scheduled
  - Systems testing and set up is going as planned and remains on schedule.
  - There is a 10/26 deadline to make choices before conversion.
  - Feedback from employees regarding the process so far has been positive.
  - HR and Fidelity encourage employees to make an active choice.

Al questioned how retirees will be impacted by the changes. Through group discussion it was decided that a mailing will be created specifically for retirees.

Al commented that when mid-October comes around there will likely be a wave of people still needing to do something with their investments but won’t be able to get an appointment. He suggested they be referred to the Fidelity 800 number. Nick followed up stating that employees can call the 800 number either to set an appointment or talk with a rep.

### IV. Retiree Medical Update

- Julius and Nick have met with governance groups and retirees to discuss proposed plan modifications.
  - There is a general consensus that the changes are good and that changes are necessary.
- Next Steps:
  - Town hall meetings will be scheduled to discuss details of the proposed changes
  - Employee feedback will guide proposal refinement
Al expressed concern that a group of employees have been affected by changes in Teachers Retirement rules and that same group will be affected by changes in OU retiree medical program.

Jannie has concerns about trying to communicate retiree medical information in October because of the health and retirement changes already underway. She asked if retiree medical could wait until January.

Julius said he will look at the plan and see what could be done.

Suzanne told the committee that the retiree association has formed a committee to study the changes and questions will be brought forward as a result of their findings.

V. Updates from the Chief Human Resources Officer

- President Boren has announced that the Norman Campus will be smoke free as of January 2012.
  - A committee is being formed by President Boren’s office.
  - Breion Rollins, OU Wellness Coordinator, will be a resource to the committee.
  - The primary reason for this decision is public health.

The next regularly scheduled meeting will be October 20, 2011. There being no other business, the meeting was adjourned at 2:30 p.m.