MINUTES
EMPLOYMENT BENEFITS COMMITTEE
February 16, 2012

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

Members Absent
Alisa Dougless  Al Schwarzkopf
Brenda Freese, Jerry Weber
Chair
Chad Johnson
Mark Morvart

The meeting was called to order at 1:33 by Will Wayne, acting as Chair in absence of Brenda Freese.

I.  Approval of Minutes
   •  The January minutes were approved.

II. Retiree Medical Update
   •  A series of two town hall meetings have been held on each campus regarding the proposed changes in retiree medical.
   •  In addition, an all-employees email was been distributed which included links to the Benefits website detailing all of the proposed changes. Included on the website are some frequently asked questions based on inquiries received at the town hall meetings.
   •  A response has been sent to the Retiree Association, which will be shared with the members in the Association’s March newsletter.
   •  Julius stated that our goal continues to be assessing the feedback received from all groups. A proposal will be forwarded to President Boren by the first part of March.
   •  The reaction to the proposal has been favorable. The view is that this is more straightforward than earlier proposals.
   •  All parts of the proposals, if approved, would take effect in 2016.
   •  Nick stated Human Resources has been stressing to employees that eligibility is based on when they become eligible to retire, not when they actually retire.
III. Update on Proposed OTRS Changes

- Human Resources has sent out a notice to alert OU employees that OTRS has proposed some changes. This notice was to ensure employees are aware of changes which could impact them.
- The first proposal would impact those who work 20 hours per week or less. In the past these employees have not been eligible for membership in OTRS.
- The proposed interpretation would require all exempt (professional) employees to contribute to OTRS, even those working less than 20 hours per week, and the University would also be required to contribute.
- OU employees currently have a choice between OTRS or the optional retirement plan. If this proposal passes, affected employees would be given the option of joining OTRS. It is expected that most people would not elect to make the 7% contribution because it potentially could take them a long time to accrue enough service to be vested in OTRS.
- HSC has approximately 176 employees in this category; Norman has a smaller number of employees who work 20 hours per week or less.
- Another proposed change would affect service credit. Currently, employees who work 30 hours per week or more get a full year of service credit. Under the proposal, these employees would receive proportional service credits per year. OTRS is recommending this change be applied to service after 7/1/2013.
- The third proposed change also affects service credit. Currently if an employee works ½ of a year they receive a full year of service credit. According to the new proposal, these employees would receive one half year of service credit. This is proposed to take effect July 1, 2013 and will also be prospective; however it will affect current employees.
- The process to recommend these changes includes a public hearing. After the public hearing, the board of OTRS will consider comments and suggestions and then will vote on changes that will be proposed to the legislature.

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IV. Tobacco Free Norman Campus Update

- Governor Fallin signed an executive order on February 7, 2012 banning the use of tobacco products on state property.
- OU will proceed with the July 1, 2012 implementation date. The state order allows agencies 6 months to make sure tobacco, including smokeless tobacco, is not used in or on state property.
- There will not be smoking zones established, as had been previously considered. Smoking zones are banned in the Governor’s executive order.
- Julius stated that Human Resources will discuss enforcement and implementation of the policy with the HSC and Tulsa campuses to assure consistency.
- Human Resources will have smoking cessation forums at least twice a month and have planned a forum for Facilities Management employees.
V. Domestic Partner Update
- An ad hoc committee of the Norman Staff Senate is considering a recommendation to extend benefits to same sex domestic partners. This would provide protection similar to that provided in FMLA for covered relationships. The recommendation is not proposing adding individuals to insurance plans.
- A draft resolution was submitted to Staff Senate on Wednesday, February 15, 2012 for the members to review, and will be discussed at the March Staff Senate meeting.
- If a change is proposed, it would cover faculty and staff on all 3 University of Oklahoma campuses.

VI. Fidelity Project Update
- Human Resources is developing a survey for new employees to evaluate experience and satisfaction level with Fidelity Investments.
- A survey will also be developed for current employees which will be distributed in the fall. This survey will be used to determine if there are any services Fidelity provides which could be improved.
- In the future, the Retirement Plan Management Committee may be able to recommend either to lower the record keeping fees or negotiate lower fees with some of the investment options due to the volume of money transferred to Fidelity. Either of these options will benefit plan participants.

VII. Travel Protection Policy (MedEx)
- The Standard provides travel protection for employees and their dependents, as participants in their Group Life Insurance policy.
- This policy offers services including pre-trip assistance, medical assistance service, and emergency medical transportation.
- MedEx will cover employees and family members when traveling for any purpose, foreign or domestic, which is more than 100 miles from home.
- International Studies has proposed a policy which provides similar coverage for students, faculty and staff traveling in relation to a credit bearing course.
- The MedEx brochure will be added to the Human Resources website and will also be addressed in the next HR newsletter.

VIII. Update from CHRO
- No updates

IX. Other Business
- There was some discussion of Community Care services in the Tulsa area.
- Julius stated that HR will discuss Community Care with Dr. Clancy and the leadership on the University of Oklahoma-Tulsa campus.

Meeting was adjourned at 2:12.