MINUTES
EMPLOYMENT BENEFITS COMMITTEE
April 12, 2012

Members Present
Brenda Freese, Chair  Mark Morvant
Don Clothier  Jannie Porter
Debbie Copp  Will Wayne
Suzanne Gilmore  Frances Wen
Sue-Anna Miller  Don Harrison

Members Absent
Alisa Dougless  Al Schwarzkopf
Aimee Franklin  Jerry Weber
Chad Johnson

Ex Officio Members
Barbara Abercrombie - Absent
Julius Hilburn
Nick Kelly
Angela Hawpe

The meeting was called to order at 1:30.

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

II. Retiree Medical Update
   • Julius stated he appreciates the input received from the committee regarding changes to retiree medical.
   • Human Resources has been listening to the feedback received and has been open to modifications based on this feedback. Julius asked the committee members to express their views and opinions during the meeting.
   • Human Resources and EBC will submit recommendations on changes in the retiree medical program to President Boren and he will determine the final recommendation which will be presented to the Board of Regents.
   • Two issues were discussed at the last meeting. First was a discussion of introducing the deductible by phasing in the increase beginning in 2014, which would begin the deductible early. The rationale for this proposal, submitted by the Faculty Senate, was it would introduce cost savings earlier and would phase in the deductible gradually.
• Mark Morvant, Faculty Senate representative, expressed the desire of that group to remove the phased-in deductible proposal from consideration.
• It was moved and seconded to begin the deductible in 2016 without a phase-in. EBC voted in favor 10-0.
• Julius stated this would allow three and a half years to plan for the increased deductible. Suzanne Gilmore stated that retirees have accepted this is a necessity.
• There was considerable discussion of the Faculty Staff proposal to offer 100% subsidy for those who worked until age 62 or more with 25 years of service.
• Also discussed was that the matrix would have to be re-calculated if a group receiving 100% were added.
• The committee discussed whether the committee could agree there was a population that should receive 100% subsidy for those retiring in 2016 or later.
• Nick stated that one of the guidelines the committee agreed on was the minimum amount the university should pay and the maximum it should pay. The minimum amount was 55%, and it was agreed that 95% would be the maximum the university would contribute. The matrix was then constructed around those parameters.
• One member stated it was the desire of the committee for everyone to share a percentage of the cost increase, and this percentage would be based on the matrix.
• Julius stated he has presented to many groups and has explained to employees that changes must be implemented. Employees have accepted that this is necessary and that the current system is not sustainable.
• There was a motion and the motion was seconded to recommend the proposal in its current form to the President. This motion passed 9-1.
• Julius asked Chair Brenda Freese to submit a letter to the President informing him of the recommendation of the Employee Benefits Committee. The President will then have received input from the EBC, Faculty Senate, Staff Senate and Human Resources when he determines the recommendation to be presented to the Regents.
• Julius stated Human Resources will send a letter to President Boren with a draft Regents meeting item.

III. Dependent attestation
• Nick stated as the university has begun to contribute to dependent coverage, it has become increasingly important to assure those covered are valid dependents.
• The process of validating dependents will occur after the next annual open enrollment period. Employees will be sent an email from Human Resources asking them to verify those currently covered are valid dependents. Proof will not be required for currently covered dependents.
• Alternative methods of verifying dependents will be available for employees who do not have regular access to computers.
- Julius stated that our intent is to remind employees to ensure individuals covered on insurance are dependents.

IV. Wellness-Caregiver Virtual Conference, Biometric Screenings, Smoking Cessation Efforts
- A virtual caregiver conference will be held Tuesday through Thursday (April 17-19) for those caring for elderly relatives.
- There have been over 100 employees registered for this conference. The online conference includes virtual booths, a lobby, and conference ‘rooms’ for presentations.
- Biometric screenings will be available during Staff Week which will be April 23-27 for the Norman and HSC campuses. Also included will be BMI screenings, blood work, and other testing to promote preventative care.
- Goddard Health Center and Norman Regional will be among those participating in the Health Fair during Staff Week.
- Smoking cessation classes are underway and some custom classes have been arranged in advance of the July 1 implementation date of the tobacco-free campus.
- Weight Watchers at Work continues to be successful.

V. Updates from CHRO
- The OTRS rules changes which have been discussed at previous EBC meetings have been approved by the OTRS board and are now awaiting legislative approval.
- Human Resources will monitor the progress and communicate with employees what these changes will be and how they will be impacted as soon as the legislature has voted.

VI. Other Business
- A question was raised regarding international travel and when this will be placed on the HR website. Nick stated Human Resources wanted to include some additional information but will have the site updated within the next week and this will also appear in the next newsletter.
  - Brenda Freese, Chair, thanked the committee for their input during this meeting and for the open and candid discussion of difficult issues presented to them.

Meeting was adjourned at 2:45.