MINUTES
EMPLOYMENT BENEFITS COMMITTEE
September 20, 2012

Members Present
Brenda Freese, Chair Ron Kantowski
Debbie Copp Vince Leseney
Don Clothier Jannie Porter
Alisa Dougless Will Wayne
Aimee Franklin Frances Wen
Suzanne Harrell

Members Absent
Suzanne Gilmore
Don Harrison
Chad Johnson
Jerry Weber

Ex Officio Members
Tricia Rahal – absent
Julius Hilburn
Nick Kelly
Angela Hawpe

Guest Present
Breion Rollins

The meeting was called to order at 1:27.

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

II. Wellness Presentation
    Breion Rollins, Wellness Coordinator for the University of Oklahoma spoke about Healthy Sooners and provided a wellness update.
    • Several metrics are currently used to measure the level of wellness at the University, including biometric screening, Weight Watchers at Work, Health Education seminars, tobacco cessation, group fitness activities, and mobile mammography.
    • Breion reported there have been over 5000 participants in biometric screening over the last three years.
    • Over $500,000 of indirect cost can be avoided with a small percentage of employees making lifestyle modifications.
    • A variety of educational methods have been used to educate employees including in-class, webinars, series and campaigns. There have been over 700 participants in these educational opportunities over a three year period. A survey is being conducted to gauge interest in future topics.
• Group fitness events have been offered, such as the 5k fun run in Norman, and support of the Tulsa Run. There have also been a variety of free boot camps and group fitness classes offered on all campuses.
• Flu vaccinations are being offered, which is estimated to translate into a cost savings of $46.85 per person vaccinated.
• There are some wellness services offered exclusively through Blue Cross Blue Shield (BCBS) such as health risk assessments, metabolic syndrome program, blue points incentives and condition management programs.
• There are several incentives that may be considered at a later date such as a deductible credit offered through BCBS, premium differential for participation; tobacco use and weight loss incentives and gym subsidies.
• Breion reported that BCBS will introduce a customized wellness incentive program in 2013 as a rebranding of the current “Blue Points” incentive program, titled “OnLife Wellness.” This customized option will allow OU access to a variety of tools such as smart phone applications and university wide challenges.

III. Review of enrollment changes, timeline
• The OU Regents approved the renewal rates as submitted on September 19, 2012.
• Community Care HMO was dropped as a provider for Tulsa area employees. Human Resources will work with Blue Cross Blue Shield to ensure continuity of care for those enrolled in Community Care HMO.
• $50,000 life option will begin on January 1, 2013.
• FSA health care reimbursement has a lower limit for 2013 of $2500. This does not affect dependent care reimbursement.
• Benefits enrollment will be the last week of October and the first week of November. Communication regarding open enrollment will be sent to all employees.
• Benefits fairs have also been scheduled on both the Norman and Health Sciences Center campuses.

IV. Review of Contribution strategy
• Salary tiers and dependent contributions were implemented in 2008 to make OU a more competitive employer, with the initial goal of increasing the competitive level of dependent contributions over time. There have not been any significant changes in OU’s contribution as a percent of premium since 2008.
• OU’s contributions towards employee medical insurance remains competitive, but the contribution strategy remains outside the mainstream.
• OU contributes 94.3% of employee only health care costs, while employees contribute 5.7%. OU contributes 58.3% of dependent costs, employees contribute 41.7%. Overall, the university contributes 75.4% of all costs.
• To reach 70% dependent coverage would cost approximately an additional $5 million; for employees to contribute 20% of employee costs would total approximately $5 million. The total dollar amount below market for dependents is roughly equal to the dollar amount above market for employee-only contributions.
• The university’s salary tier structure complicates the definition of market, meaning some employees will always be above market and some employees will always be below the market.

V. Fee Disclosure Reminder
• Fidelity will have all fee disclosures ready by the first quarter of 2013.
• There is a $48/year recordkeeping fee ($4 per month) charged to each member’s account that was itemized on statements beginning in September.
• Communication will be sent to employees alerting them to the per-head annual fee.
• Due to the extension of the effective date of the final rule, plan administrators for ERISA plans must make the initial annual disclosure to participants no later than August 30, 2012. Since OU’s plan is a non-ERISA plan, these fees will be disclosed beginning with the September statements.
• There is also an investment fund fee that will be assessed for each fund that will appear beginning with the January statements.

VI. Updates from CHRO
• In the Regents meeting, President Boren was given the authority to approve a voluntary retirement incentive plan on a limited individual basis.
• An individual could receive six months’ pay with an agreement that the individual will retire on a schedule determined by the department. This date will be driven by meeting institutional objectives.
• This plan is only for retirement-eligible employees and can be offered to all who are eligible to retire in that department.
• The University reserves the right to deny any application for retirement.
• This will likely be addressed in an upcoming Deans’ Council meeting.

IX. Other Business
• There was no other business.

Meeting was adjourned at 3:04.