Healthcare Insurance Companies for 2009

As recommended by the Healthcare Options Committee in Fall 2007, the university has returned to the market and sought competitive bids for health and dental insurance and flexible spending account administration to ensure that our health plans continue to serve the OU family. The Request for Proposal (RFP) process began in mid-December. Companies were asked to submit plan designs that closely match the current benefits offerings. In terms of plan coverage, any changes should be positive as each of the finalist companies have submitted proposals that provide at least the same level of benefits and options currently available to faculty and staff. Depending on the proposals submitted, our current company may or may not change for Plan Year 2009. There are a variety of challenges to consider when evaluating proposals including price, network, customer service, wellness programs, and disease management. Potential companies were asked to give rate proposals based on the university’s actual claims history and to make rate guarantees for three years. The proposals are competitive and within the university’s projected budget. More information on pricing will be available after negotiations have been completed.

If there is a change from the current provider, Aetna, there could be some differences in the networks of hospitals, doctors, and other health care providers. And while each company has proposed the same prescription drug plan design that we currently use, there could be some differences in the costs of some drugs. The RFP Evaluation Committee and human resources staff are carefully reviewing the potential impact of these changes on employees and will consider this impact in making a final determination of which firm offers the best overall value.

Wellness programs are also major areas of interest for the RFP Evaluation Committee. The companies offer smoking cessation and walking programs, online wellness portals, and 24-hour nurse hotlines. Additionally, all three companies can administer a debit card for a flexible spending account.

The Office of Human Resources is committed to communicating with the university community throughout the RFP process. Upon making a recommendation in mid-May, you can expect continued meetings with employee groups and the campus community at large. There will also be new information on the HR website explaining the details of a transition if there is to be one.

Who are the RFP finalists?

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<tr>
<th>Vendor</th>
<th>Medical</th>
<th>Dental</th>
<th>FSA</th>
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<tr>
<td>Aetna</td>
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<tr>
<td>BlueCross BlueShield of Oklahoma (BCBSOK)</td>
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<td>United HealthCare (UHC)</td>
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<td>Delta Dental</td>
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Benefits RFP Project Timeline

The RFP Evaluation Committee heard presentations from the companies on March 12th and 13th and reviewed best and final proposals on April 11th. During April and May, representatives from the Office of Human Resources will be meeting with employee groups on all three campuses including the Employee Benefits Committee, and Faculty and Staff Senates. The final recommendation of the RFP Evaluation Committee is expected to be made by mid-May. The Board of Regents will review the recommendations in June. The implementation date is January 1, 2009.
Employee Discount Program

The Office of Human Resources is pleased to launch the newest version of the Employee Discount Program (EDP). The EDP is a service where businesses can post special offers and discounts for university employees. It is available online through the human resources website at www.hr.ou.edu/edp.

The new EDP offers employees more flexibility and services. You can search the businesses by category and location. This means if you need a discount on auto repairs in Broken Arrow or a restaurant in Oklahoma City, you can specifically search for it. Google Maps is now integrated with the EDP so you can immediately find the location of the business on a map. You can also print the offer in a coupon form to take with you. Businesses with newly updated offers are even highlighted with a special icon.

As the new EDP was developed, we moved the existing business information to the new platform. We anticipate a significant increase in new and updated offers over the next six months as the new EDP is promoted to businesses in each of our campus communities.

Help grow our business database. If you don’t see your favorite business in the EDP, direct them to www.hr.ou.edu/edp where they can quickly and easily sign up. There are lots of benefits for the business including increased exposure to potential customers. They can manage their business account online and create multiple offers and locations.

The Office of Human Resources is continuously committed to connecting people and useful resources. To support this commitment, there is no charge to the businesses or the employee for participation in the EDP. We’re sure you’ll enjoy all the features in the new EDP. Check it out today!

Family and Medical Leave Act

Did You Know?

The Family and Medical Leave Act of 1993 (FMLA) is a federal law designed to provide employees with up to 12 or 26 weeks of unpaid job-protected leave for qualified family and medical related reasons.

To be eligible for leave under FMLA, the individual must have been employed by the university for 12 months or a total of 52 weeks and have worked at least 1,250 hours during the 12-month period preceding the FMLA qualifying event.

FMLA qualifying events include:

1. The birth or care of a newborn child;
2. The placement of a child for adoption or foster care and to care for the newly placed child;
3. Care of the employee’s spouse, son, daughter, or parent with a serious health condition;
4. The employee’s own serious health condition;
5. Qualifying military exigency (federal regulations under development);
6. Care for a spouse, son, daughter, or parent that is an injured or ill military service member (26 weeks of leave).

FMLA requires the university to allow unpaid leave. However, employees may apply any accrued leave to cover the FMLA absence. All paid time off runs concurrently with FMLA except compensatory time. For more information about FMLA protected leave and its procedures, visit www.hr.ou.edu/benefits/FMLA.asp.

Congratulations

In its commitment to ongoing enhancement of organizational knowledge and skills, the Office of Human Resources would like to congratulate individuals within our department who have recently earned professional certifications.

The Professional in Human Resources certification was earned by Ben Wilkerson and Marcy Fleming. The Senior Professional in Human Resources was earned by Chanda Graham. The Certified Payroll Professional was earned by Michelle Boydstun, Heather Cobble, Kay Ryter, and Judy Chance. Please join us in congratulating them.
Preparing for the Unthinkable

“The police would always prefer to respond to a situation that does not manifest into a threat than to not respond and later find you or others harmed. Don’t hesitate to call.”
— Deborah Lozano, OU Police Department, Norman

Since even before the tragedy at Virginia Tech, the University of Oklahoma has been taking increased measures for preventing and responding to potentially violent situations on campus. Here are some of those actions.

Each campus has a Threat Assessment Review Committee (TARC). TARC analyzes reports of unusual or dangerous behavior to determine if a situation is an isolated incident or a small piece of a broader threat to campus. The University of Oklahoma has an Emergency Communication System (ECS) to contact you by email, phone, text messaging, and instant messenger in the case of a dangerous situation on campus. Update your contact information in Employee Self-Service for HSC and at http://account.ou.edu for Norman.

OU also has campus emergency phone systems (EPS). These are the blue-lighted phones placed around campus that dial directly to OUPD or an emergency dispatcher.

Preventing violence workshops are also being developed for faculty, staff, and students. Preventing violence workshops on the Norman campus will be available in May through “Training and Development” at www.hr.ou.edu. HSC will send out a memo notifying its employees of workshop availability and scheduling. You may also request this workshop for your department on the Norman campus by calling Robbie Wahnee in Employee Relations and Development in Norman at 325-5594.

Preventing Campus Violence Workshops

Do you know what you should do if a situation becomes threatening or you receive a university emergency notice on your phone or in your email? You can learn answers to these and other questions in the new workshop called Preventing and Responding to Campus Violence presented in partnership by the Office of Human Resources and the OU Police Department in Norman and OUHSC Police Department at the Health Sciences Center. Registration for this workshop on the Norman campus will be available in May through “Training and Development” at www.hr.ou.edu. HSC will send out a memo notifying its employees of workshop availability and scheduling. You may also request this workshop for your department on the Norman campus by calling Robbie Wahnee in Employee Relations and Development in Norman at 325-5594.

Online Earning Statements

Have you ever needed your earnings statement and not had it on hand? Well search no more. You can now view your earnings statement online through Employee Self-Service. For Norman employees, it can even be saved and printed as a PDF document. This PDF feature will be available to HSC in 2009.

New Faces in HR

The People Behind the Services...

HR is pleased to announce the addition of several new members to our team. Please join us in welcoming them.

Norman Son Le is HR’s web developer. His responsibility includes all web based technology, especially the development of service-focused web applications for HR customers. He will also provide ongoing leadership in the design and structure of the human resources website. Son comes to us from the Department of Information Technology on the Health Sciences Center campus.

Sheila McKenzie is the new Staff Assistant II in Payroll and Personnel Records. She has a 12 year old daughter that loves to play soccer. Sheila is working on her Bachelor’s degree in the field of Multidisciplinary. Terri Smith is the new Staff Assistant II in Payroll and Personnel Records. She has a 20 year old daughter and a 27 year old step son. Terri is an avid NASCAR fan and loves to sing karaoke in her spare room at home.

Jason Cook is the new Staff Assistant III in Employee Relations and Development. He maintains the logistical aspects of training and development. He lives in Norman and is nearing completion of a Bachelor’s degree in Political Science. Eric Sourie is the new HR Generalist in Employee Relations and Development. His duties include the analysis and resolution of employee relations issues. Eric has a Masters degree in Human Relations from OU and comes to this position from the Compensation and Employment section of HR.