The University of Oklahoma Human Resources

PEAK Temporary Employment

With Affordable Care Act (ACA) compliance in mind, the University has evaluated current practices for PEAK temporary appointments. The following guidelines are provided to assist departments with clarification regarding the use of PEAK employees. These changes are effective January 1, 2015.

Appointments

PEAK Temporary Staffing Services was developed by the Office of Human Resources (OHR) to provide a cost-effective solution to fill temporary staffing needs of the University of Oklahoma and are appointed as PEAK Clerical.

PEAK Temporary Employee

- All PEAK employees will be required to sign an acknowledgement outlining the terms of their appointment.
- The hours of work are not guaranteed and assignments are temporary and may end at any time.
- PEAK employees are subject to all rules and regulations of the University of Oklahoma.
- PEAK employees are eligible for the 403(b) and 457(b) voluntary retirement programs.
- PEAK employees may become eligible for medical benefits under ACA after 90 days of employment, if they work an average of 30 hours or more per week at the University. Medical benefits will not begin immediately following the 90 days, employees will be mailed a letter if they qualify the following month stating the exact date their medical benefits become effective, if accepted. PEAK employees will be rechecked every November for eligibility for medical insurance, following their initial 90 day check.
- PEAK personnel are not eligible for any other University of Oklahoma benefits, except for the ones listed above.

PEAK Retirees

Retirees participating in the Oklahoma Teachers’ Retirement System (OTRS) must have a sixty (60) day break-in-service with the university after retirement before they are eligible to accept work assignments through PEAK Temporary Staffing Services. Retiree work hours will not be monitored, but they will be advised the OTRS has established earnings limits for retirees who return to work.

Please refer to the Affordable Care Act for more information on the latest requirements and ACA eligibility. For Hiring Freeze requirements, refer to Norman or HSC guidelines.

If you have any questions or need more information regarding PEAK Temporary Staffing Services, please call the PEAK program administrators at (405)325-1826.