

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, April 19, 2017

Chair Matthew Rom called the meeting to order at 1:33 p.m. in the Scholars Room of the Oklahoma Memorial Union.

Officers present – Matthew Rom, Chair; John Bishop, Chair-Elect; Debbie Copp, Immediate Past Chair; Emilie Bozek, Recording Secretary

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Kristen Holmes, Ross Mehl, Cecilia Holmes, Brittney Elliott, Crystal Ary, Travis Wheeler, Nick McCracken, Julie Hamburger, Darrell McClure, Suzie Brewer; Informational Staff Association: Carl Sinclair, Elaine Bradshaw, Sarah Connelly, Corey Helms, Chris Cook; Organizational Staff Council: Kristi Wright, Marissa Pierson, Jackie Downing, Daveena Stratton, Julia Rouse, Betty Love; Administrative Staff Council: David Goodspeed

Representatives absent — Hourly Employees Council: Stephanie Gerhard, David Kizer

SPEAKER

Nicholas Hathaway, Executive Vice President and Vice President of Administration and Finance, University Budget Update

ACCEPTANCE OF MINUTES OF February 15, 2017 and March 15, 2017

On motion by Corey Helms the minutes of February 15, 2017 and March 15, 2017 Staff Senate meeting were accepted.

CHAIR'S COMMUNICATIONS

Matthew did not meet with Nick Hathaway in March due to spring break. April 24-28, 2017 will be OU Staff Week in the City of Norman. Matthew and Cathy Brister, chair of the Staff Week committee, attended the city council meeting on April 11 to accept the resolution. Matthew discussed Staff Week and the numerous opportunities for staff members to participate in activities.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President David Goodspeed reported that they met and had Michelle Boydston come and speak to the group about the new time clock changes. There was also some great ideas and discussions around the Wellness portal, points concepts and other ideas. Additionally there were some great suggestions to help get volunteers for the Staff Week picnic.

Hourly Employees Council: President Kristen Holmes reported that they discussed the upcoming staff week and how they are still waiting to hear from a few celebrity scoopers. They also discussed the holiday raffle and will take a vote next month on what they plan to do as far as who they would like to donate to.

Informational Staff Association: President Carl Sinclair reported that they met at the Max Westheimer Airport for their business meeting and a tour. Corey Holmes gave them a preview of the new ISA website to be launched soon. They also talked about the upcoming art show.

Organizational Staff Council: President Kristi Wright reported that they met and had a guest speaker, Taylor Mauldin from Norman Convention and Visitors Bureau. She discussed their office can assist planning a convention, meeting or other event and the options available in Norman. They recognized their Distinguished Performance Award winners and nominees. Rhonda Hill gave a Bingo report update and Shannon Overstreet displayed the OU quilt she made for the raffle. The raffle funds raised will benefit Operation Comfort and Joy. Tickets will be sold at Bingo, Craft Fair and the picnic. Under new business she asked for volunteers to serve on the Staff Senate Nominations committee and Diana Fitzpatrick volunteered. They also discussed OSC executive committee and asked for nominations for next year.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email Chair Liz Cooley reported that they met last week to assemble Awards for the Ceremony on the 25th. They also met this week to do a walk-through of the Ceremony and complete the assembling of Awards.

Communications Committee: By email Chair Patricia Koonce reported that they met by email to proof and submit the 2017 Staff Week Newsletter.

Staff Initiatives Committee: Chair Daveena Stratton reported that they met and discussed the parental leave policy proposal and looked at what was needed to further move the proposal on for review. They agreed that the cancer benefit offering through Aflac proposal was ready to be submitted to Staff Senate for review.

Staff Week Committee: By email Co-Chair Cathy Brister reported that they finalized all the plans for Staff Week. Cathy and Matthew went to the City Council meeting on April 11th and received the Proclamation for OU Staff Week, April 24-28.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Debbie Copp reported the following:

I. Fringe Benefit Update

Norman has a total of 5,708 employees enrolled in medical insurance coverage in 2017, a jump of 6% verses 2016, 5,379 are enrolled in the PPO plan, a jump of 15% verses 2016, 329 are enrolled in the HSA plan, a jump of 79% verses 2016, believe that large increase in individual plan enrollment is due to the removal of the HMO plan, 455 employees that were previously enrolled moved to the PPO plan, 106 employees that were previously enrolled moved to the HSA plan

HSC has a total of 5,714 employees enrolled in 2017, a decrease of 2% verses 2016, 5,339 are enrolled in the PPO plan, a jump of 7% verses 2016, 375 are enrolled in the HSA plan, a jump of 60% verses 2016, 455 employees that were previously enrolled moved to the PPO plan, 146 employees that were previously enrolled moved to the HSA plan.

II. Cigna Update

Willis Towers Watson, our consultant, completed a prescription drug analysis where they compared, line by line, the Cigna formulary vs. the Blue Cross formulary. In conclusion:

Cigna covers a total of 7,438 prescriptions, Blue Cross covers a total of 2,322 prescriptions.

Cigna covers an additional 5,293 prescriptions that are NOT covered by Blue Cross.

Total number of drugs that Blue Cross covers that are NOT available in the Cigna formulary is 83 drugs.

WTW will begin an analysis of the movement of prescription drugs between co-pays on the formulary (going from one co-pay to a higher co-pay) employees are unhappy that 90 day prescriptions are not being covered at Walgreens, a narrower network does allow the University to control costs, acknowledged the concern of Chantix not being covered by Cigna. Willis is working with Cigna to correct the problem, acknowledged the concern of Chantix not being covered by Cigna. Working with Cigna to correct the problem.

Dedicated Cigna rep: Sarah Vaughn is now available to meet with employees with any Cigna related issues, will be on-site every week for the first two months and will go to bi-weekly after two months, will be on-site in Tulsa every six weeks

Provider update: 113 providers that have been requested by employees: 47 of those have been contracted or are actively being recruited. 11 of those could not be contracted due to scheduling issues (the doctor did not want to agree to the Cigna discount), 15 were not viable, 29 did not respond. Form available to employees to request a provider be added to the Cigna recruitment efforts. HR will review the form and it will be posted on the website, married employees who both work at OU can link their plan deductibles, should contact Sarah Vaughn if they are interested in doing so

III. FSA Update

OU employees were given a participant survey to rate their experience with Connect Your Care, came back with a satisfaction rate of 83%, 109 employees responded, 83% satisfaction is very impressive; Connect Your Care's book of business is 87%, 2,478 flexible spending accounts with Connect Your Care in 2016, 406 dependent care accounts with Connect Your Care in 2016, employees contributed \$3.2 million to flexible spending accounts in 2016, contributed \$1.5 million to dependent care accounts in 2016, claims volume was at 53,538 in 2016, 90% of those claims were processed via the payment card, dependent care claims were at 2,976 in 2016, 88% of employees using the card did not need to submit any additional documentation to Connect Your Care, 89% of manual claims were processed within 3 days, 99% of manual claims were processed within 5 days

IV. Wellness Update

Tulsa and Norman standing desks have been distributed, HSC standing desks should also be out. Weight Watchers program is on-going, OU Wellness Portal launched on 2/15/17, 2,700 employees have signed up for portal access to date.

V. Retirement Update

Special Voluntary Retirement Incentive (SVRI) was approved by the Board of Regents on March 8, 417 eligible compared to 385 in 2016, 35% accepted in 2016, additional eligible employees to add to the eligibility list (they were missed due to differing dates in PeopleSoft caused by a break in service), cutoff date of June 30 was the cause for upset, conversation for gap eligible employees but the University also has to balance the need for savings and retention, is any interest in looking at retiree benefits as a means of savings - HR has not been asked to look at retiree benefits but there is always the potential in the future to re-evaluate. Two changes to the SVRI in comparison to last year: Eligible age was lowered to 60, window is wider (March 15 - June 30). Fidelity is available to meet with departments or individuals and the schedule for workshops has been updated, go to getguidance.fidelity.com to schedule a one-on-one session with a Fidelity representative. Workshops for HSC were rescheduled, Departmental workshops for Fidelity and the SVRI should be scheduled by emailing svri@ou.edu

VI. Wrapup

Advised that there is a finalist for the assistant director for benefits for both campuses.

OTHER REPORTS

The following reports were linked to the April agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for February 2017

OLD BUSINESS

NEW BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:44 p.m.

NEXT REGULAR MEETING: May 17, 2017

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Emilie Bozek
Recording Secretary