

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, October 19, 2016

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; Debbie Copp, Immediate Past Chair; Emilie Bozek, Recording Secretary

Officers absent – John Bishop, Chair-Elect

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Ross Mehl, Cecilia Holmes, Crystal Ary, Liz Cooley, Julie Hamburger, David Kizer, 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, Breion Rollins

Representatives absent — Hourly Employees Council: Kristen Holmes, Dalton Brasington, Christopher Slinker, Stephanie Gerhard, Hope Abraham; Informational Staff Association: Francey Freeman

Guests present — Sue Anna Miller and Laura Motley

ADOPTION OF AGENDA

The agenda was adopted with a removal of item six, Reports of Ad Hoc Committees and an addition to New Business of Staff Senate Volunteer Opportunities, on motion by Kristi Wright.

SPEAKER

Breion Rollins, Benefits enrollment presentation

ACCEPTANCE OF MINUTES OF September 21, 2016

On motion by Daveena Stratton, the minutes of September 21, 2016 Staff Senate meeting were accepted.

CHAIR'S COMMUNICATIONS

Matthew reported he is meeting with University administration tomorrow for his first monthly meeting.

Matthew also attending the Faculty Staff meeting as well as a University Governance meeting with representatives from Staff Senate, Faculty Senate, and the Student Government Association. Discussions included issues facing all three groups such as implications of continued budget restrictions. Representatives from the Student Government Association outlined a new bike sharing program being implemented on campus within the next few months.

Member group and committee meetings attended include Hourly Employees Council, Organizational Staff Council, Staff Initiatives Committee, Staff Week Committee, and Awards Committee. All of these groups are providing a great service to the institution. Matthew thanked members for serving and giving back to the campus community.

Many groups are relocating as a result of the Cross Center demolition. Groups were encouraged to reach out to offices they work with to determine where they have moved.

The OU Symphony is performing on October 29 at 8:00pm in Sharp Concert Hall. Selectins include Beethoven's Symphony No. 6. Matthew encouraged everyone to attend and support the arts.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President David Goodspeed reported that they have not had a meeting since the last Staff Senate meeting. They will be holding their next meeting on Monday October the 24th 2016. The topics discussed will be the new health care benefits and the IT password policy changes. They will have representatives from both areas to share the information and answer any questions that are asked.

Hourly Employees Council: President Elect Ross Mehl reported that they met last Wednesday, they discussed the possibility of changing the name of the group and there were some concerns. They will further discuss the possible name change at their next meeting and take a vote as to what the majority wants to do. They also finished forming sub committees for different events and discussed their annual holiday raffle. If anyone would like to donate items for their raffle, any donations would be appreciated.

Informational Staff Association: President Carl Sinclair reported that they visited the Student Veterans Association and heard from Justin Cook, SVA President, about what they do and the new space they now occupy. They also heard from Vic President Shumate as he talked about the SVA and the Disability Resource Center which are both new occupants of the old SAE house. A proposal for changes to the ISA By-Laws was presented. No other business was done as we did not have a quorum.

Organizational Staff Council: President Kristi Wright reported that they met but did not have a quorum so the June and September minutes were not approved. They discussed if they should continue to hold the raffle during Staff Week and everyone agreed that they should. Suggested events that they would sell the raffle tickets at were Bingo, Craft Fair, and the Picnic. Under new discussion they talked about working with HEC on a possible day of volunteerism and helping out families during the holidays. The volunteer day could be done with all member groups and maybe even piggybacking on the Big Event. They will continue to discuss the topic. They also think it would be a good idea for when they put out the call to assist families during the holidays, that HEC could have the option to adopt a family if they would like to.

REPORTS OF STANDING COMMITTEES

Awards Committee: Chair Liz Cooley reported that they met on October 18; sub committees were assigned for Hospitality and Food & Facility. The possibility of a new retiree gift was discussed and three ideas were presented to the committee. The retiree gift was tabled until the next meeting. They also began to look at their budget for the ceremony.

Communications Committee: By email Chair Patricia Koonce reported that they did not meet this month.

Staff Initiatives Committee: Chair Daveena Stratton reported that they discussed the Shared Leave Program with Marcy Fleming from Human Resources. Committee member Kristen Holmes suggested her main objective for this resolution would be to research if we need to contribute more hours, change the policy or both. The committee will research what it means to expand the program or if offered to immediate family members where such additional funds would come from. The committee may look into coordinating with Human Resources on more publicity and education for this policy with units across campus.

Staff Week Committee: By email Co-Chair Cathy Brister reported that they met and members signed up for sub-committees. They are still looking at options for the Health and Information Fair. The call for the Staff Week theme has also been sent to all staff members and is due by November 4th.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Debbie Copp reported that they discussed the following at their September Meeting:

I. Election of Chair and Vice Chair

We voted unanimously to re-elect Don Clothier as chair and Will Wayne as vice chair.

II. Fringe Benefits RFP

The fixed cost savings with the switch to Cigna is expected to be around \$2.3 million. BC/BS will hold the contract for Medicare eligible retirees. We will change to Lincoln Financial for Life, ADD and Long Term Disability. Delta Dental will continue to hold the contract for dental care with OU making a switch to a self-insured plan. Cigna has agreed to contribute up to \$1 million to cover transfer costs in addition to \$300,000 for Wellness and \$50,000 to Wellness Innovation Fund. Cigna will also provide a “floating” Healthcare Advocate to help employees navigate through the healthcare system. There will be a call line dedicated to OU employees so that people can get info on plan details to help folks make the change and plan appropriately for their FSA. Most things with Cigna plan will be very similar to BC/BS PPO and the HMO will be eliminated. The High Deductible Health Plan will remain the same.

III. Open Enrollment Update

Enrollment will run Oct. 31 through Nov. 11. The Health Fair for the Norman campus is set for Oct. 27 from 9-4 p.m. The plan is to have the info on the benefit programs, including costs, distributed before the Health Fairs with the notice that it is pending Regents approval. The Regents are scheduled to meet

IV. Wellness

The Fun Run is Sept. 24 with registration is open through Sept. 23. A second standing desk program will begin soon.

V. Retirement

Following an IRS ruling, the election time for OTRS has been shortened from 90 days to 30 days. It will go into effect on Jan. 1, 2017.

VI. Miscellaneous

The annual report should be presented at the October meeting for approval. We are also going to look at how representation and possibly make some changes. More to come on this later in the year.

Debbie Copp also reported that they discussed the following at their special October Meeting:

I. Background of discussions

We are anticipating another challenging budget year and benefits play a huge role in costs. Our cost of claims to date is in excess of \$103 million and under current plan, the University is paying 75% of those costs, the employee 25%. The proposed plan shifts a small amount of the costs to all employees with the savings created from that to be put back into the program to help lower what employees pay for dependent coverage. Our success with self-insured status on health care has prompted OU to elect to go self-insured with dental insurance and we expect significant savings. Our PPO claims have gone up 4% to date and the High Deductible has seen no change.

We also looked at the numbers related to the tiers and what that could mean going forward. We have passed increased costs equally to employee and dependent plans which has defeated the original goal of helping with cost of dependent insurance. We had talked about changing the tiers but the decision has been made to leave those as is for now.

II. General summary

We have saved 2% on rate increases because of the self-insured piece of the plan. The rates for next year have been established with no change to the current benefit plan. Employee-only insurance will go up slightly while all types of dependent coverage will be proportionally less. An additional monthly fee for those tobacco users who self-report they use is being proposed as part of the fees.

III. Dental

Discovered that 35% of our employees never go to the dentist and 15% of those go only for emergency care. The proposal includes all employees paying a small portion of the cost for dental insurance. That will produce about \$1

million in savings for OU which will go back into the plan to help with dependent care rates. Dental will become a voluntary program with the employee paying a small amount each month for dental care. If employees elect to not take dental care, they will not receive the dental insurance costs as a credit.

IV. Going forward

The proposed rates have met the objectives of VP Hathaway and VP Rowe. The EBC voted unanimously to accept the proposal, then the rates will be taken to President Boren during the week of Oct. 17. While the vote was unanimous, there was a lot of discussion about different parts of the proposal but especially directed toward employee only costs. If everything goes through, the benefit costs will be distributed to all employees prior to the start of health fairs the week of Oct. 24 with the notice that they are pending regents' approval. The Oct. regents meeting is set for Oct. 25-26. The first health fair is set for Oct. 24.

We were not allowed to keep the rate sheets we looked at during the discussions but have been assured that the rate sheets will be distributed to employees prior to health fairs so people can make informed decisions. That is pending President Boren approval.

OTHER REPORTS

The following reports were linked to the October agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for April 2016

OLD BUSINESS

FLSA Changes on Member groups: With the changes there are now hourly employees in other member groups, the member groups remain based on broadband title and not how employees are paid. Matthew Rom is concerned that there may be confusion with hourly employees in the other groups, so he asked Hourly Employees Council if they would consider a name change to help with clarification.

NEW BUSINESS

Staff Senate Volunteer Opportunities: Emilie Bozek wanted to see if the entire Staff Senate would be interested in possibly doing some volunteerism as a group. After some ideas of things the group could do Emilie volunteered to be the point person. She is going to make some contacts and report back at next month's meeting.

ANNOUNCEMENTS

Fill the Trolley is currently collecting toys, if your department needs a box please contact the CART office.

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:42 p.m.

NEXT REGULAR MEETING: November 16, 2016

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Emilie Bozek
Recording Secretary