

THE UNIVERSITY OF AKRON

RESOLUTION 5-7-20

**Approval to Eliminate Retiree Dependent Health Insurance Benefits
For Non-Bargaining Unit Employees**

WHEREAS, The University of Akron (the "University") currently provides health insurance coverage (the "Retiree Dependent Health Insurance") for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University, whose original appointment date was prior to January 1, 1992, and who had ten consecutive years of full-time employment at the time of retirement; and

WHEREAS, The cost to the University to fund the non-bargaining unit employee portion of the Retiree Dependent Health Insurance currently is approximately \$1.46 million per year; and

WHEREAS, Because of the increase in both the cost of health care benefits, generally, and the number of individuals who will be eligible to receive Retiree Dependent Health Insurance as dependents of eligible former employees, this annual cost is likely to increase; and

WHEREAS, The University has experienced a serious financial shortfall as a result of the COVID-19 pandemic, which is estimated to be approximately \$65 million, and as a result, the University is examining all opportunities to create financial savings for the University; and

WHEREAS, The University has concluded that it no longer is financially possible to maintain the Retiree Dependent Health Insurance program for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University; Now, Therefore,

BE IT RESOLVED, That the Retiree Dependent Health Insurance program for the eligible dependents of recipients of Ohio retirement system benefits, who are non-bargaining unit former employees of the University, will be terminated, effective December 31, 2020; and

BE IT FURTHER RESOLVED, That the University administration is authorized to take all actions necessary to terminate the Retiree Dependent Health Insurance Program.



M. Celeste Cook, Secretary
Board of Trustees



May 29, 2020