

**North Carolina State University
Group Insurance & Benefits Committee (GIBC)**

**December 14, 2009 Minutes
3:30 p.m.
Administrative Services III Building, Conference Room 101**

Members Present: Dennis Daley, Robert L. Davis, Edmund Estes, John Franke, Jen Larkin Rowley, Jennifer Riehle, Joseph Roise, Roby Sawyers, Linda Sellars, Carol Vreeland

Members Absent: Celeste Farr, Qiana Harvey, Dolores Lawson, Vicky Merritt, K.L. Murty

Ex-Officio Members Present: Denis Jackson, JoAnne Woodard

Ex-Officio Members Absent: Barbara Carroll, Yvette Griffin, Sheri Schwab

Guests Present: Joe Williams, Assistant Director- University Benefits Office, Meredith Frisbie, Intern- University Benefits Office

Call to Order: Robert L. Davis, Chair, called the meeting to order at 3:33 p.m.

Minutes: Minutes from the November 9, 2009 meeting were reviewed and approved as written.

Previous Business:

- Robert L. Davis reviewed information from November's meeting regarding MetLife options for retirees.
- Joe Williams, Assistant Director of the University Benefits Office, distributed a corrected table entitled *NC State University- Life Plan Options: Retirees Remain in Group's Experience*. The new rates showed a smaller increase in premium rates for retirees of 88.5%, as opposed to 150% under the previous projections. Committee members discussed the two proposed alternatives and whether these new numbers changed their perspectives on which option they preferred.
- Joe Williams answered questions from the Committee on the following topics:
 - Although there is no stated timeline for a recommendation from GIBC, it would help to have it sooner rather than later. Any recommendations, if approved, would be reflected in the 2011 plan year.
 - MetLife has not provided corrected rate charts if the plan were to be restructured and based on employee age instead of employee status.
 - Yvette Griffin attended a recent meeting for the Association of Retired Faculty and answered questions this group had regarding the proposed changes.
 - MetLife rates are guaranteed over the contract period, which is typically two years.
 - According to the updated table, roughly 384 retirees would be affected by the rate changes.

- The Committee would like some feedback on the option of grandfathering in current retirees on the plan and the competitive bid process for this plan.
- Denis Jackson informed the Committee that the Association of Retired Faculty (ARF) has taken the position that rates should not change because of retirement. The ARF is waiting to see how a change in the plan structure from status to age would affect rates.
- Some Committee members expressed their discomfort with making a recommendation that would adversely affect retirees who have made life choices believing this plan would remain in its current structure.
- The Committee questioned the feasibility of restructuring the plan based on age and wondered if this change would cause rates to drop significantly.
- The Committee agreed to wait and see how the change in rate structure would affect the premiums. When members have this information, they will further discuss a recommendation.

Benefits Office Updates: Joe Williams, Assistant Director, University Benefits

- The Benefits Office is working on communication strategies to share the information about changes to the State Health Plan (SHP) with campus during the beginning of 2010. No annual enrollment date has been announced yet.
- Beginning in January, the Benefits Office will intensify its outreach efforts by attending campus meetings to help employees understand the upcoming wellness initiatives and what support is available.
- Several Committee members had questions regarding the SHP and the changes. Joe Williams provided the following information:
 - The 90/10 high option PPO plan that was eliminated as of July 1, 2009 is unlikely to return as an option since it was very costly to administer.
 - There are no provisions for dental and vision insurance to be included in the health insurance plan at this time. Benefits for these services are contracted and offered by NC Flex. The University is prohibited from offering a pretax plan for these services.

Other Items from Committee Members:

- Robert L. Davis thanked past chairpersons for their commitment to the Committee and stressed the importance of maintaining the Committee's traditions and structure. Any committee members interested in nominating themselves for chair for the 2010-2011 year should let Robert L. Davis know as soon as possible. According to the bylaws, the chair must rotate between EPA and SPA members. Robert L. Davis will continue to work to encourage potential candidates to come forward for this necessary position.
- The Committee confirmed that meetings in the Spring 2010 semester will continue to be held at 3:30 p.m. on the second Monday of the month in the Administrative Services III Building, Conference Room 101.

Adjournment: The meeting adjourned at 4:30 p.m.

Next Meeting: The next meeting will be held on January 11, 2010.