

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

**February 8, 2010 Minutes  
3:30 p.m.  
Administrative Services III Building, Conference Room 101**

**Members Present:** Robert L. Davis, Dennis Daley, John Franke, Jen Larkin Rowley, Dolores Lawson, K.L. Murty, Linda Sellars, Carol Vreeland

**Members Absent:** Edmund Estes, Celeste Farr, Qiana Harvey, Vicky Merritt, Jennifer Riehle, Joseph Roise, Roby Sawyers

**Ex-Officio Members Present:** Denis Jackson, Yvette Griffin, JoAnne Woodard

**Ex-Officio Members Absent:** Barbara Carroll, Sheri Schwab

**Call to Order:** Robert L. Davis, Chair, called the meeting to order at 3:36 p.m.

**Minutes:** Minutes from the December 14, 2009 and the January 11, 2010 meeting were reviewed and approved as written.

**Benefits Office Updates:** Yvette Griffin, University Benefits Director

**Annual Enrollment**

- The Benefits Office is currently focusing on the upcoming State Health Plan (SHP) annual enrollment, which will run from March 15 - April 9, 2010.
  - During annual enrollment, all members will be moved to the 70/30 PPO plan. To comply with the SHP's new wellness initiatives, all members must attest that they and their covered dependents do not use tobacco products or are enrolled in a tobacco cessation program during the annual enrollment period to move to the 80/20 PPO plan. Employees will complete this attestation through an online portal.
- The online attestation portal is nearing completion and will serve as the primary means for employees to move to the higher option plan.
- The Benefits Office is working to answer questions surrounding the process by which some covered members, such as employees who are planning an upcoming retirement, RIF'd employees, employees on disability and employees who are hired on or around the annual enrollment period, will complete the attestation.
- The Benefits Office has information sessions planned around campus in the coming weeks to assist with the attestation process and is focusing its efforts on units that may not have regular access to the online portal.
- Questions still remain regarding random testing for tobacco users. The SHP has submitted a request for proposal for a vendor to administer these tests, but no vendor has been selected yet.

### **Dependent Eligibility Audit**

- The SHP is in the process of conducting an audit to eliminate any covered dependents who are ineligible. The Benefits Office will stay abreast of the audit outcomes so that deductions are accurate and correct.

### **Employee Appreciation Day**

- The Employee Appreciation Day Carnival will be held on March 17, 2010 at the Talley Student Center. Employees are encouraged to attend for food and activities, which will take place around mid-day.
- The Benefits Office will also have staff on hand to assist with the SHP annual enrollment process.

### **Leave Administration Unit**

- As previously mentioned, the Leave Administration Unit within the Benefits Office is now responsible for all leave programs, including adverse weather. Many questions arose as a result of the recent inclement weather and the Benefits Office is working to clarify any outstanding questions and concerns campus may have.

### **Flu Shot Clinic Numbers**

- Flu shot clinic numbers from this past Fall were requested by the Committee at the January meeting. The Benefits Office has some preliminary information on the numbers, but is still working with the forms that were recently provided by the vendor. The report will break down the number of flu shots given by group, such as employees, retirees and dependents.

### **UNC-NCSU Systems Collaboration**

- Several members of the NCSU Human Resources Department have been working with representatives from UNC-Chapel Hill to talk through business practices and the functionality of the PeopleSoft HR system. UNC-Chapel Hill is introducing the PeopleSoft system on its campus and NCSU is working on a future upgrade of its version of the software.

### **New Business: Robert L. Davis, Chair**

- Robert L. Davis distributed MetLife Life Insurance Proposed Alternatives for Retirees voting sheets. Committee members were asked for their input and instructed to select an option and/or provide comments on the two proposed alternatives.
- The two alternatives are as follows:
  - **Alternative I: Retiree Experience Remains with NC State's Life Program**
    - Increase retiree rates for all retirees (Term & GUL) by 150%
    - Reduce Active employee rates by 22%
    - Plans remain similar to current—however, provide additional “reduced” benefit options for retirees (ie: \$10k or \$20k). These options have no impact on pricing.
  - **Alternative II: Offer Portability Option for All Retirees**
    - Terminate current Term & GUL retiree plans
    - Offer Portability for all retirees at “Portable Pool” rates
    - Retirees have the option of continuing current or reduced amount of coverage (minimum \$20k)
    - Retiree Spouse coverage terminated under existing plan/Portability offered

- Retiree Experience/Risk is transferred from NC State's Group plans to MetLife's Portability Pool
  - Reduce Active Term rates by 12%
- This sheet will be emailed to members who were not present for their input and the results will be shared at the March meeting.

#### **On-Site Medical Center Discussion**

- Robert L. Davis addressed the Committee regarding a recommendation for an on-site medical center. He reviewed the proposal and presentation made by a group in the current Pathways Leadership Development Course on this issue and asked Committee members for their feedback.
  - GIBC minutes from the 2008-2009 year containing previous discussions on this topic were presented to the Committee. At that time, the discussion centered around contracting with an outside vendor to see if an urgent care center model could be offered near campus.
  - Environmental Health & Safety and the Benefits Office had past discussions on this topic as it would relate to workers' compensation injuries. The dialogue has since ended due to shifting priorities.
  - Dennis Daley recommended a cost-benefit analysis be conducted to illustrate the value of this type of facility to the campus community.
- Several members proposed bringing this topic to other groups on campus for discussion, such as Faculty and Staff Senates and the Efficiency Task Force.
- Robert L. Davis asked the Committee to think more about this discussion and whether it is a valuable idea to push forward, The Committee, Davis said, needs to make a decision about it and come with an idea that is worthwhile. Robert L. Davis also reminded the Committee that it could serve as a catalyst for discussion on this topic, which may be a valuable and necessary benefit in the coming years. The Committee must pursue this idea fully or abandon it as a topic of discussion.
- Further discussion was tabled until the March meeting.

#### **Nomination of a 2010-2011 Chair-Elect**

- The nomination of Carol Vreeland for 2010-2011 Chair of the Group Insurance & Benefits Committee was approved unanimously by the Committee.

#### **Old Business: Robert L. Davis, Chair**

- Robert L. Davis addressed the issue of members who are rolling-off the Committee at the end of the 2009-2010 year and he asked if any of these members wished to remain on the Committee.
  - Dennis Daley stated that he would like to serve another term as a Committee Member.

**Adjournment:** The meeting adjourned at 4:24 p.m.

**Next Meeting:** The next meeting will be held on March 8, 2010.