

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

**October 12, 2009 Minutes  
3:30 p.m.  
Administrative Services III Building, Conference Room 101**

**Members Present:** Robert L. Davis, Carol Vreeland, K.L. Murty, John Franke, Dennis Daley, Edmund Estes, Jen Larkin Rowley, Jennifer Riehle

**Members Absent:** Roby Sawyers, Celeste Farr, Qiana Harvey, Joseph Roise, Linda Sellars, Celeste Farr, Vicky Merritt, Dolores Lawson

**Ex-Officio Members Present:** Yvette Griffin, Denis Jackson, Sheri Schwab

**Ex-Officio Members Absent:** Barbara Carroll, JoAnne Woodard

**Call to Order:** Robert L. Davis, Chair, called the meeting to order at 3:35 p.m.

**Minutes:** Minutes from the September 14, 2009 meeting were reviewed and approved as written.

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

- **Annual Enrollment**
  - Annual enrollment is currently underway and runs from October 5<sup>th</sup>-30<sup>th</sup>. Employees are eligible to make changes to all benefit plans during this time, with the exception of the State Health Plan.
  - Included among the changes this year is the free \$10,000 Accidental Death and Dismemberment (AD&D) coverage. Employees will need to enroll in order to receive this offer.
  - The Benefits Office has been communicating this information to employees in various ways, such as presentations at Personnel Connections and Staff Senate meetings and through the Bulletin.
- **Seasonal Flu Shot Clinics**
  - Seasonal flu shot clinics are underway and run through November. Clinics have been offered at various locations, days and times and the turnout has been high.
  - A limited number of the H1N1 nasal mist has been available in the State. Preliminary vaccinations are reserved for high-risk individuals, such as pregnant women, people under the age of 24 and emergency medical personnel.
  - The Office of Environmental Health & Public Safety is leading the effort to inform campus of any information on this topic.

- Locations and dates for employee clinics have already been reserved in the event the H1N1 vaccine becomes available to campus.
- **State Health Plan (SHP) Wellness Initiatives**
  - In September, the SHP sent communication regarding the new wellness initiatives to all members. The Benefits Office also shared this information with campus.
  - During the annual enrollment period in 2010, participants will attest that they and their covered dependents are non-smokers or are actively participating in a tobacco cessation program to move into the 80/20 plan.
  - During the annual enrollment period in 2011, participants will attest that they and their covered dependents are non-smokers or are actively participating in a tobacco cessation program and must attest that they and their covered dependents have a body mass index (BMI) less than 40 or are actively participating in a weight loss program to move into the 80/20 plan. In July 2012, the BMI limit will drop to 35.
  - The process of attesting to the tobacco and weight guidelines will occur annually for all SHP members. The Benefits Office is currently working with a Blue Cross Blue Shield vendor to create an online enrollment process.
- **Current Wellness Initiatives**
  - The Benefits Office has partnered with Campus Recreation to conduct a 12-week fall wellness program for Facilities employees. The program takes place on-site during the work day. Other campus units have expressed interest in similar programs.
  - The Benefits Office hopes to create programs that will save employees money through reduced health insurance costs as a result of the upcoming SHP changes.
- **Post-Doc Coverage**
  - An RFP was recently submitted for the NCSU and Carolina Post-Doc insurance program. This was not a General Administration mandate, but it has been encouraged to create economies of scale and obtain desired rates.
  - The lack of volume in the plan creates a challenge and the University and covered members have seen double-digit rate increases in recent years.
- **MetLife Insurance**
  - The Benefits Office is looking into restructuring the pricing schedule of the MetLife Insurance plan. This change will address the issue of life insurance continuation for retirees. The proposed plan design will still accommodate retirees; however, premium rates will be commensurate with the market based on actuarial projections.
  - The following options are under consideration:
    - *Alternative I:* Retirees' experience remains with NC State's Life program. Retiree rates (Term & GUL) increase by roughly 150% and active employees rates decrease by 22%. The plans would remain similar to the current; however, retirees would be allowed to select a "reduced" benefit option (ie: \$10k or \$20k).
    - *Alternative II:* Terminate current TERM & GUL retiree plans and offer portability for all retirees (and retiree spouse coverage) at "portable pool" rates. Retirees have the option of continuing current or reduced

- amount of coverage (minimum \$20k). Retiree experience/risk is transferred from NC State's group plans to MetLife's Portability Pool (Individual Insurance Division). Under this option, active employees' rates would decrease by 12%.
  - Yvette Griffin asked the committee to consider the two options.
  - More details about both options will be sent to Committee members and they will vote via email.
- **Service Recognition Reception**
  - The 35<sup>th</sup> Annual Service Recognition Reception will be held on Tues. Nov. 24, 2009 at Stewart Theatre. The reception will honor employees who have achieved 20,25,30,35 and 40 years of service between Jan. 1 and Dec. 31, 2009.
- **Consortium with Carolina**
  - Several HR departments will be working on-site with a team from Carolina in the coming weeks to discuss the functionality of the PeopleSoft HR System. This is the first of many collaborative meetings on how NCSU and UNC will join forces in implementing PeopleSoft version 9.1.
  - The project may involve utilizing new benefits modules within the system.
- **Retirement System Mandate**
  - The Benefits Office is currently working to develop a reporting process whereby it can determine if newly-hired University employees are also retirees of the State to comply with the new mandate issued by the State Retirement System.
- **Benefits Office Priorities for the Upcoming Year**
  - Include such items as streamlined action/reason descriptions in the PeopleSoft HR System, an updated website, increased wellness offerings, transitioning all leave programs from HRIM to the Leave Administration Unit in Benefits, an online New Employee Orientation module, a formal return-to-work process for employees on workers' compensation leave, the upgrade and implementation of PeopleSoft versions 9.0 and 9.1, and increased participation in supplemental retirement plans.

**New Business:**

- Committee members reviewed the results of the Faculty Well-Being Survey and the Staff Well-Being Survey that were emailed prior to the meeting.
- Robert L. Davis suggested that each member review the results and try to mine out issues that are recurring and important to employees. In the next meeting, the Committee will discuss these items and see if recommendations can be made.
- Yvette Griffin reminded the committee to consider the dates of the results. Some common issues may have been resolved, such as the on-site child care center.

**Other Items from Committee Members:**

- Robert L. Davis reminded the committee to consider nominations for an EPA chair-elect for 2010-2011.

**Adjournment:** The meeting adjourned at 4:48 p.m.

**Next Meeting:** The next meeting will be held on November 9, 2009.