

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

**September 14, 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, Joseph Roise, Linda Sellars, Jen Larkin Rowley, Vicky Merritt, Jennifer Riehle, Dolores Lawson.

Members Absent: Roby Sawyers, Celeste Farr, Qiana Harvey

Ex-Officio Members Present: Yvette Griffin, Denis Jackson

Ex-Officio Members Absent: Barbara Carroll, JoAnne Woodard

Guests Present: Joe Williams

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

Minutes: Minutes from the April 13, 2009 meeting were reviewed. Vicky Merritt asked that her name be added to the Members Absent listing on the minutes. Minutes were approved with this change.

- Joe Roise questioned the meaning of the term “deselected vendors” in relation to the 403b plan. Joe Williams of the Benefits Office explained that some previous vendors were not included in the system-wide plan. Some employees still participate in these plans, but cannot make payroll-deducted contributions to their accounts if they remain with these vendors.

Welcome and Overview:

- Robert L. Davis welcomed the committee to the first meeting of the year and Committee members introduced themselves.
- The Committee reviewed its charge and composition. As a University Standing Committee, GIBC is concerned with group insurance, retirement and fringe benefits available to faculty and staff and is charged with making policy recommendations to promote the welfare of University Employees.
- Dennis Daley, past chair, reviewed the 2008-2009 Annual Report and shared information about previous discussions and recommendations.

New Business:

- The Committee shared topics to discuss during the year. Suggestions included:
 - Reduction in the tuition waiver from three courses an academic year to two
 - Faculty spouse health benefits
 - The potential for the UNC System to separate from the State Health Plan (SHP) and offer its own benefits. This topic has been discussed in the past and given the myriad of changes to the SHP, it is not a likely outcome.
 - Revisit the idea of an on-campus health care facility

Benefits Office Updates: Yvette Griffin, University Benefits Director

- **Wellness**
 - The Committee was updated on past and current wellness initiatives on campus, including the pilot SHAPE U program, which ran in January 2009 and the Eat Smart, Move More, Weigh Less program, which is scheduled to be introduced to campus in January 2010.
 - The Benefits Department is currently working with Campus Recreation to bring specialty wellness programs to units across campus. Discussions have been held with Facilities and the College of Veterinary Medicine.
- **State Health Plan (SHP) Changes**
 - Preliminary details have emerged regarding the upcoming changes to the SHP. When these wellness initiatives go into effect, the SHP is proposing to move all employees to the 70/30 coverage plan. Those who attest that they and their dependents meet the smoking and body mass index criteria can move to the 80/20 coverage plan. The tobacco cessation will take effect on July 1, 2010 and the weight management component is scheduled to begin on July 1, 2011.
 - Information from the SHP regarding these proposed changes is likely to come by Wednesday, September 16th and will be disseminated to employees.
- **Annual Enrollment**
 - Annual enrollment will take place from October 5th-31st. Employees are eligible to make changes to all benefit plans during this time, with the exception of the State Health Plan.
 - The Benefits Department is in the process of reminding employees of this opportunity. Information booklets will be mailed to campus by the end of the month.
- **Benefits & Wellness Expo**
 - The Benefits & Wellness Expo will be held on Tuesday, September 29th from 11 a.m. to 3 p.m. in the McKimmon Center. The expo will include seasonal flu vaccinations, health screenings, massages, a blood drive, and seminars on spending accounts and house buying. Transportation will be available for employees of Centennial Campus and the College of Veterinary Medicine.

- **Seasonal Flu Shots**
 - Several seasonal flu shot clinics are scheduled for the fall. All employees and their dependents enrolled in the SHP and those enrolled in Medicare can receive the shot free of charge. A \$30 fee applies to non-members.
 - The H1N1 vaccine has not been released yet. The Office of Environmental Health & Public Safety is leading the effort to inform campus of any information on this topic.
- **Student Health Insurance**
 - The Board of Governors is encouraging the consolidation of student and post-doc health plans to create economies of scale.
 - An RFP was recently submitted for the NCSU and UNC post-doc insurance program.
- **Website**
 - A redesign of the Benefits website is currently underway.
 - The new WolfLife Wellness website has been launched and will highlight wellness programs offered to employees.
- **Child Care**
 - The Benefits Department is in the process of modifying the existing contract it has with Bright Horizons, the contracted vendor for the child care center on Dix Campus. In an effort to increase and maintain enrollment, the new contract will open spaces to Centennial Campus Partner employees, full-time students and other State employees at the community rates. Additionally, provisions for part-time care will be included in the new contract.
 - The Committee questioned why the center has not been able to operate at capacity since its opening in August 2008. Cost, location, logistics and proximity to a parent's home and work were all cited as reasons.

Housekeeping:

- Robert L. Davis asked the Committee to reach a consensus on a day of the week and time for future meetings. The Committee agreed that Monday afternoons from 3:30-5 p.m. are the best option for all present members. Meeting appointments for the second Monday of each month will be sent to all members following today's meeting.
- Robert L. Davis asked the Committee to consider possible nominations for an EPA Chair elect for the 2010-2011 year at the November meeting.

Adjournment: The meeting adjourned at 4:35 p.m.

Next Meeting: The next meeting will be held on October 12, 2009.