

ANNUAL REPORT

University Standing Committee: **Group Insurance and Benefits Committee**

Academic Year Covered by Report: 2015 - 2016

Report Submitted by: Carrie Levow

Number of times committee met: **4 times**

SUMMARY OF DISCUSSION ITEMS/ACTIVITIES OF COMMITTEE

Annual Enrollment / State Health Plan Changes:

The state of North Carolina terminated the Aon Hewitt contract. June 1st we went live with Aon Hewitt but had file transfer issues. No new hire, newly retired, or life event coverage change has processed successfully for health coverage since June 1, 2015.

Because of the enrollment system issues, annual enrollment was scheduled for October 15-November 18th

If you are in the 80/20 healthcare plan or the CDHP (Consumer Directed Health Plan) you MUST complete some tasks/steps to receive "premium credits" that will lower your monthly premiums. These are the primary care provider/view video, health assessment and tobacco attestation.

Make sure you go into every benefit (current enrollment and open enrollment) and either enroll or decline each of them. This is the only way that you can get to the confirmation page. Otherwise you see "grayed out" benefit panels.

If you need to make changes to your NCFlex benefits (dental, vision, flex spending, etc.) or enroll/re-enroll in flexible spending accounts, you will need take action through the online enrollment portal during this annual enrollment period through November 18, 2105.

Benefit Consultants will be going into departments to help get information out to the departments.

Dental rates will be going down and coverage will be increasing.

Annual Enrollment for 2017 should take place in October 2016. All employees will default back to the 70/30 plan and will need to take some action for their plan. Everyone on the State Health Plan will have to complete a tobacco attestation to avoid paying a monthly surcharge.

New leave System and Timekeeping:

Employees that are at the threshold of \$32,000.00 may automatically be eligible for overtime pay; anyone making \$50,000.00 or more are subject to overtime if working over 40 hours.

We are hoping to have a new leave system completed by March/April of 2017. We will be replacing the leave system with PeopleSoft to an absence management program. Our current Web leave system and PeopleSoft are currently not connected. The new absence management system will work with PeopleSoft. We are looking to get away from paper time keeping, so that it will feed into the leave system/payroll system.

Adverse Weather:

The new Adverse Weather Policy was effective January 1, 2016. February 15, 2016, from 12:01 AM to 5:00 PM, the University was under a Condition 2 adverse weather.

- Condition 1- Reduced Operations
- Condition 2- Suspended Operations
- Condition 3- Closure

Only mandatory employees were allowed on campus. Non-mandatory employees could work from home or an alternative location or may make up time within 90 days of the event with supervisor approval or use comp, annual or bonus leave. There is much greater flexibility in this new policy for working at home or an alternative location.

Wellness Updates

A new initiative is being designed in partnership with DASA. Programs will be designed to motivate employees for better health. This will be the most comprehensive wellness program ever created for NC State staff and faculty. This new program is due to launch in early 2016. Flu shot vaccinations will be available to members, dependents, and retirees enrolled in the State Health Plan. Dates are currently being scheduled across campus.

Childcare Center

Two companies originally bid on the contract for the child care facility. One of the companies (Kindercare) pulled out leaving Bright Horizons. Bright Horizon is our current vendor running the Child Care facility. Bright Horizon's has a five star rating (Highest rating). Currently they have 42 slots and all are filled. There are approximately 71 on the waiting list for the childcare facility.

Employee Appreciation Events

Staff & Faculty Appreciation Day was held on September 16th, 2015 from 11 a.m. to 2 p.m. at the new Talley Student Union. Human Resources provided free food, music, games and giveaways.