**North Carolina State University**

**Group Insurance & Benefits Committee (GIBC)**

**September 12, 2017**

**3:30 p.m.**

**Administrative Services III Building, Conference Room 101**

**Members Present:** Carrie Levow, James Brunet, Korukonda Murty, DeAnn Judge, Yolanda Sanders, Linda McCabe Smith, Vickie Youngblood, Oliver Willams, Duane Akroyd

**Members Absent:** Xiaoyong Zheng, Mohammed Assfari, Marie Williams, Matthew High, George Girgis, Neal Parker, Laura Blessing, Robert Riehn

**Ex-Officio Members Present:** Joe Williams, Steve Norris

**Ex-Officio Members Absent:**

**Call to Order:** Joe Williams, HR Benefits Director, called the meeting to order at 3:32 p.m.

**Minutes:** The committee reviewed and approved the April 25, 2017 meeting minutes.

**New Business:**

Vickie Youngblood was voted new chair.

Introduction of the 2017-2018 GIBC Committee members.

**Benefits Office Updates:** Joe Williams, HR Benefits Director

Joe gave a little background of the State benefits and the different benefits that the State offers its employees. How it works and what they consists of.

**WolfTime Review**

WolfTime was rolled out with the intention to put the University in a more compliant position with federal laws. There were hundreds of issues, e.g. underpayments and overpayments, the paper timesheets were not compliant with paying people correctly. The way some employees are paid on campus is different. Some examples would be CVM employees who work 2nd and 3rd shifts and also employees that are on call. WolfTime is new and not perfect, a lot of the “learning curve” people are struggling with are the decimals, but it makes everyone more accountable with their time. In the past employees would have to complete paper timesheets and most of the time they were not accurate. Managers are now also accountable, they have to pay attention to the time that is being entered. One of the suggestions for upcoming updates has been a countdown clock. Version 2 will be created with more collaboration from different units on campus and HR leads from different departments. There were some concerns brought up by some of the members about employees that work over 40 hours and those that don’t work the typical 9-5.

**Annual Enrollment**

A reminder that Annual Enrollment is September 30-October 31. OIT will be taking MyPack Portal down the first 2 weekends of Annual Enrollment due to maintenance. However, there will a “backdoor” to get into MyPack Portal to enroll during this time, there will be a link for employees to use so they don’t have go through MyPack.

The State Treasurer has cut Wellness Programs, they decided that they are too expensive to keep. The State eliminated 2 of the wellness credits. Out of the three credits (the Health Risk Assessment, PCP, and the Tobacco Attestation) only the Tobaccos Attestation is left. If you fail to complete the credit there is a $60 surcharge. The retiree wellness programs will continue because those are separate from the employee wellness programs.

The CDHP has been eliminated because it is too complicated and expensive. A reminder that everyone will be defaulted into the 70/30 plan, employees will have the opportunity to switch over during Annual Enrollment and will have to complete the wellness credit to avoid the surcharge.

Benefit Focus is launching the “Hit the Save” button campaign during this Annual Enrollment. The State has increased the ‘Employee Only’ cost; the 70/30 plan was $0 and the 80/20 plan was $15, if you completed the wellness credits. Now 70/30 will $25 and 80/20 will be $50 after the wellness credit has been completed. Employee/spouse premiums will increase in 2018 beginning with deductions in December 2017 paycheck.

We will begin to push out Annual Enrollment information and reminders on all the listservs.

**NCFlex**

NCFlex is introducing a new accident plan, in an event of an accident it will pay a cash benefit. The Core Accidental Death & Dismemberment will pay a benefit if you suffer a loss or certain disabling injuries as a result of a covered accident.

The Health Care Flexible Spending Account has a new 2018 maximum amount of $2,600, it went up about $50. The Health Care FSA will eliminate the 2 ½ month extension in 2018 and replace the extension with a maximum of $500 rollover (minimum of $25).

Employees will be able to use the NCFlex Convenience Card for childcare.

There will be lower rates on High Option Dental plan.

EyeMed will now be the new vision provider, effective January 1, 2018. There will be lower rates, a larger network, and increased allowances on the Enhanced Plan. There will no longer be a lock out period for those that choose not to enroll. New cards will be issued to all members.

**Announcements**

Although the exact date has not been set yet, we are planning a Staff and Faculty Appreciation Event for December. More information coming soon!

**Adjournment:** Vickie Youngblood, Chair, adjourned the meeting at 4:32 p.m.