**North Carolina State University**

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

**September 25, 2018**

**3:30 p.m.**

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

**Members Present:** Carrie Levow, Korukonda Murty, DeAnn Judge, Oliver Williams, Laura Blessing, Beth Ritter, Emil Polyak,

**Members Absent:** Mohammed Assfari, Marie Williams, Matthew High, George Girgis, Robert Riehn, Beverly Williams, P.K Lim, Duane Akroyd,

**Ex-Officio Members Present:** Suzy Richardson, Steve Norris

**Ex-Officio Members Absent:**

**Call to Order:** Suzy Richardson, Interim Director of Benefits and Leave Administration, called the meeting to order at 3:31 p.m.

**Minutes:** The committee reviewed and approved the February 13, 2018 meeting minutes.

**Previous business**:

Pet insurance will be on hold until the new Benefits director is hired.

**Business for next meeting:**

Suzy will check to see if Medicare Advantage covers hearing aids.

**Benefits Office Update:** Suzy Richardson, Interim Director of Benefits and Leave Administration

Introductions

Beth Ritter (temporary chair since we did not meet quorum) was approved as the new chair.

**Annual Enrollment**

Open Enrollment will start on September 29. The Tobacco Attestation credit is a little different this year. If you attest that you are a smoker you have to attend a counseling session at CVS. Employees have 90 days to complete this credit and they will receive a voucher in the mail to attend the counseling session. Payroll will retroactively charge employee if they do not complete this credit. Retroactive charges will happen in April.

There will be no increases to employee premiums this year, but there will be an increase for the employer premium. There will be mostly no changes to NC Flex. Critical Illness will decrease a few pennies and Flexible Spending will increase about $50.

The website for Annual Enrollment is changing; the intent is to make it more “user friendly”. There is a video saying that you can complete enrollment in less than 10 clicks. Fonts and color make it a little different from last year.

A few things to keep in mind is that the confirmation number does change when you go in to make changes. Therefore, the employee has to record new confirmation number each time they go in to make changes.

**WolfTime**

Special Bonus Leave will be rolling out by the end of this week. Most of us should see it by tomorrow (9/25); everyone else should see it by the end of the week after cleanup. There is an online form that the employee can submit the 2018 Special Bonus Leave. They will have to submit it to our office. We have a chart on the website of all the bonuses we have been given. Post docs are eligible for this leave, which is different since they are normally not given any. Employees who have more than 240 at the end of the year should not use their 2018 special bonus leave until ready to retire.

We have received additional info from OSHR about adverse weather. We are working on communication to be sent out by the end of the week. We do not want employees to enter anything for adverse weather yet, we would like employees to wait until communication has gone out

OSHR is revising their own policies and communicating it to us. There will be additional benefits for employees affected in counties strongly affected by the hurricane.

**HR Updates**

Marie wants to hire the Senior Operations Director of HR before hiring Benefits Director. There are new director positions that would report directly to Marie and the rest of the directors would report to those directors.

**Other**

A GIBC member expressed concerned about retiree benefits. There have been raising costs for retirees, with the dental plan specifically. Suzy said that we would have to talk to UNC System Office and have them advocate. We will have to find out what resources we have to advocate for retiree plans and benefits.

**Adjournment**: Beth Ritter, (temporary) Chair, adjourned meeting at 4:30.