

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

April 2, 2019

3:30 p.m.

Administrative Services III Building, Conference Room 101

Members Present: P.K Lim, Beth Ritter, Duane Akroyd, Laura Blessing, Korukonda Murty, DeAnn Judge, Carrie Levow

Members Absent: Emil Polyak, Robert Riehn, Mohammed Assfari, Matthew High, George Girgis

Ex-Officio Members Present: Gareth Washington, Marie Williams

Ex-Officio Members Absent: Steve Norris, Oliver Williams, Beverly Williams

Call to Order: Gareth Washington, Director of Benefits, Employee Wellness & Worklife, called the meeting to order at 3:30 p.m.

Minutes: The committee reviewed and approved September 25, 2018 meeting minutes.

Previous Business:

The committee nominated and voted Beth Ritter as the new chair.

Business for next meeting:

Gareth will share with the group HR's strategic plan. He will also research what plans are decided at the UNC System Office and what NC State HR has control or say over.

The committee members agreed to a new structure for the committee. Marie proposed (and members agreed) to meetings being held more often than the current meeting schedule. Meetings can be scheduled for the entire year and have them cancelled if there is no new information to disseminate. Marie proposed an educational piece for each meeting, such as retiree plans, health care etc. Members

can pick a topic for every meeting and Benefits can educate the group on said topic. Benefits can update the group, but also bring in data with each conversation. There will be a call for agenda items to be added for future meetings, and members and chair can help decide on topics of discussion.

Benefits Office Update:

Before annual enrollment started last year, every employee was moved into the 70/30 plan. Each employee had to go in, make a change, and complete the tobacco attestation. Those that attested to being a smoker were required to attend a counseling session at CVS. Employees had 90 days to complete these sessions and if they failed to do so, the tobacco attestation would be retroactively charged back to January. We have informed the employees that will be affected.

The 2019 Kay Yow Spring Football game is this Saturday, April 6. Everyone is welcomed to come out and attend. More information can be found on the Benefits website.

Awards for Excellence is June 11 at Hunt Library at 2:00pm-4:00pm. Between 50-60 employees have been nominated and deans, vice chancellors, the chancellor and provost are invited to attend.

The UNC Systems Office is rolling out a new database. There a few extra steps to complete on our side to enroll new employees. One important change is that employees will now only be able to choose one vendor; you can no longer choose one for employee contributions and another for employer contributions. They implemented these changes for a while now, but had not informed us.

NC State's current childcare facility is operated by Bright Horizons. The building, located at Dorothea Dix Park, is owned by the City of Raleigh. We have to close the facility by June and be out completely by the end of July. Marie and Britt have worked on finding a new location for the program. They looked into a different building, but none were suitable for a childcare facility. They also researched the possibility of building a new facility on campus, but it was too expensive. Sponsors were willing to build the new facility, but was also expensive. The final plans are to use Bright Horizons locations around the Triangle. Employees who already have children in our program had first priority through March 31. It was then opened to other NC State employees.

We were also able to secure 17 spots at the Goddard School close to campus. September 3rd is the cutoff date and those spot are reserved for NC State employees.

Adjournment: Beth Ritter, chair, adjourned meeting at 4:30pm.