**North Carolina State University**

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

**May 14, 2019**

**3:30 p.m.**

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

**Members Present:** Laura Blessing, Korukonda Murty, Carrie Levow,

**Members Absent:** Xiaoyong Zheng, Mohammed Assfari, , Matthew High, George Girgis, Neal Parker, Robert Riehn, James Brunet, Yolanda Sanders, Linda McCabe Smith, DeAnn Judge, Vickie Youngblood, Duane Akroyd, Beth Ritter

**Ex-Officio Members Present:** Gareth Washington, Steve Norris, Oliver Williams

**Ex-Officio Members Absent:** Marie Williams

**Call to Order:** Gareth Washington, Director of Benefits, Employee Wellness and Worklife, called the meeting to order at 3:37 p.m.

**Minutes:** Committee did not meet quorum and the minutes for the April 2, 2019 meeting were not approve.

**Business for Next Meeting:**

Annual Enrollment

**UPDATES**

Gareth spoke on the Human Resources 2018-2019 strategic plan; work has started on it and its improvements. Talent Acquisition has already gone through some changes. They operated under a linear model and it has been changed to a horizontal or a knowledge-centered matrixed model. It is a model that increases capacity for stronger functional knowledge and complements college/divisional organizational structure.

Marie is going forth with a new model for HR. Departments will become more active and involved on campus. Benefits will be going out to employees instead of employees coming to HR. Recently, there was a sprint where different campus partners got together to discuss employee recognition and appreciation. HR wants to be more involved and visible to campus. We want to work with colleges and divisions to assist and inform campus on everything that NC State offers.

**CHILDCARE**

The childcare advisory committee is relatively new. Our childcare has expanded; we now provide subsidy for 117 kids. We are collaborating with Bright Horizon and the Goddard School and there is a drop off program available. The College of Veterinary Medicine is looking to provide a childcare program because they are a 24-hour facility.

Chancellor has stated that he does not want to get into a childcare center, although other institutions have programs where students are involved in childcare.

The childcare facilities we have are in the North and West side of Raleigh. We will start looking at other areas in Raleigh and look into 3-star facilities so that we can cover more areas and offer options to those that may not be able to afford a 4- or 5- start facilities.

**WELLNESS**

We have a wellness ambassador program; ambassadors are trained and certified Wellness Champions. We collaborate and work with other departments on campus on wellness initiatives. The wellness program encompasses different areas of wellness such as financial, social, emotional, etc. Representatives were involved in a weeklong sprint to work on wellness and appreciation initiatives. There were not electronics allowed and the focus was exclusively on this.

**ANNUAL ENROLLMENT**

We have started talking about open enrollment for this year and there will be some small changes. Employer’s rates will most likely go up. NC Flex will have very few changes; a third option might be added to the dental plan. There will not be any changes to any NC State provided plans. We will start talking and meeting with the SHP and have more information by August.

The university is looking to provide paid parental leave to make it a more competitive workplace. Bereavement leave is also being looked into. Currently, bereavement is provided through sick leave.

**Special Topic**

Suzy Richardson

Suzy spoke briefly about what plans Benefits/HR has control over and what is managed by the State. She created a chart that lays out the plans created and managed by the different departments (please see attached for a copy of the chart).

Employees hired after 1/1/2021 will not be eligible to offering retiree health insurance. (General Statue 90-414)

**Adjournment**

Gareth Washington, Director of Benefits, Employee Wellness and WorkLife, adjourned meeting at 4:28.