

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

Friday, September 29, 2023

1:00 pm

via Zoom

Members Present: Janice Sitzes, Lynn Whittenberger, Carrie Levow, Stephen Porter, Glen Almond, Tracy Brown, Duane Akroyd, Anne Burke

Members Absent: Gwen Hazlehurst, Karen Bowman, Jonathan Holloway, Jill Phipps, Cheryl Xu, Heidi Schweizer, Craig Friend, Katie Jennings

Ex-Officio Members Present: Gareth Washington, Carol Kasworm

Ex-Officio Members Absent: Margaret Erickson, Steve Norris

Call to Order: Carrie Levow, Chair, called the meeting to order at 1:13 pm.

Minutes: The committee reviewed and approved the April 24, 2023 meeting minutes.

Old Business:

Bereavement Leave Update - Jill Phipps

Member Jill Phipps was absent and unable to give an update during the meeting. Member Janice Sitzes provided that the bereavement leave policy was presented to UNC System Staff Assembly as a proclamation, and they were fully supportive. However, the Staff Assembly recommended that it be presented as a resolution. The next Staff Assembly meeting is at the end of October in which the policy will be presented as a resolution.

New Business:

2024 Benefits Annual Enrollment (October 9 - 27) - Gareth Washington

Ex-Officio Member, Gareth Washington, indicated that the annual enrollment period is October 9 - 27, 2023 for the 2024 plan year. Annual enrollment is the period in which employees can make changes to their coverage for the next plan year. New this year, there will be two platforms to enroll in benefits for 2024. All NCFlex benefits are moving to My UNC Benefits platform. The only benefit remaining in the My State Employee Benefits platform (eBenefits) is the State Health Plan (SHP). Both platforms are accessible under the Benefit Details tile in MyPack Portal. Gareth further discussed that once changes have been submitted in the UNC platform, no changes can be made like in eBenefits. Once you submit your elections, a banner will appear in the My UNC Benefits platform indicating you have completed annual enrollment. You will then be able to print or save your confirmation statement.

Gareth stated that enrollment in eBenefits should look the same as past years. Employees must complete the tobacco attestation for the SHP to receive a \$60 credit. If an employee is a tobacco user, they can attest to being a tobacco user and will complete tobacco cessation counseling to receive the credit. Employees will have until

November 30 to complete the tobacco cessation counseling. After completing the counseling, employees should save documentation from their visits. Employees can start their tobacco cessation counseling sessions now. There will be two support centers for employees to contact for additional assistance during annual enrollment. The contact information for these support centers are on the annual enrollment website.

Gareth discussed that the annual enrollment website has been posted. This year, the benefits team has partnered with HR leads across campus to conduct annual enrollment information sessions in different locations on campus. The annual enrollment information sessions have already begun. New employees hired between now and the end of the year will have to complete enrollment and tobacco attestation twice, for the current plan year and the 2024 plan year. There is also an app for the My State Employee Benefits platform, ebenefits, where employees can complete their annual enrollment for the State Health Plan.

Member Janice Sitzes asked about the communication regarding annual enrollment that has been sent out to employees as a number of people have told her that they know annual enrollment is approaching but they have received very little information. Gareth stated that the SHP has started sending out communication regarding premium rates and the annual enrollment period. Information was also included in the Howl You Know newsletter containing information about annual enrollment.

Member Anne Burke asked if an employee accidentally hits “submit” and does need to make a change, can they call the benefits office to assist with making a change? Gareth recommended that the employee submit an HRNow case. Changes can be submitted as an exception request and will be permitted after annual enrollment has completed. Anne Burke also inquired about how many times the platform asks if you are sure you want to submit. Gareth stated that employees will save their elections for each benefit plan. At the end, there is a final “submit my elections” button.

In addition to the benefits platform changes, Gareth also discussed the benefit plan changes and benefit plan details for 2024. Dental plan rates did increase this year, and there are no waiting periods if an employee changes the plan tier level during annual enrollment. Employees can enroll in the cancer plan without completing an EOI. However, pre-existing conditions may cause a waiting period. The UNC life insurance is based on multipliers of salary. The UNC System has already frozen salary for annual enrollment, but will do a refreeze later in December. Employees can enroll in life insurance up to 3x their salary without an EOI. For the State Health Plan, premiums have remained the same. If your Clear Pricing Project (CPP) provider is on your ID

card, there is no copay for the office visit. Employees can find these providers on the SHP website. Dependents will need documentation uploaded to eBenefits to verify eligibility. Verification must be done by 11/17, or they will be dropped from coverage. The My UNC Benefits platform will also show mandatory retirement and voluntary disability plans. Employees will be unable to make changes to their mandatory retirement plan election.

Gareth also reminded the committee that SHP premiums are taken one month in advance. Therefore, your SHP premiums will be taken in December for January's coverage. All other benefit premiums will be taken in January.

UNC Retirement Plans Recordkeeper Update - Gareth

Ex-Officio Member, Gareth Washington, mentioned that the UNC System sent out an update that the new recordkeeper for UNC System administered retirement plans is TIAA. Employees currently participating in a Fidelity managed plan will continue to do so until the UNC System announces the date in which contributions will change to TIAA and make the transition. New enrollments in Fidelity will not be permitted. We anticipate the transition to occur in the first quarter of 2024, but the UNC System Office has not announced the dates yet. Member, Duane Akroyd, inquired about the retirement plans with the state. Gareth confirmed that these changes do not affect the state's retirement plans. Gareth stated that retirees who have set up a lifetime annuity will not have to transition to TIAA because you cannot change an annuity after it has been created. Employees who wish to move funds to TIAA ahead of the transition can do so by completing a form.

The UNC System Office is currently working on the details regarding the implementation and transition to take place in 2024. More details will be provided as they are released.

Parental Leave Proposal for Aging Parents

Member, Tracy Bown, shared that the Staff Senate is reviewing the use of parental leave for aging parents. Some state employees in Fuquay Varina already have this benefit. Gareth Washington requested additional details and that the committee discuss it in the next meeting.

Adjournments

Carrie Levow, Chair, adjourned the meeting at 1:49 pm.