

## **Meeting April 3, 2019**

### **Call To Order**

The meeting was called to order at 1:07pm.

#### **1. Open Meeting Reminder**

Dr. Katharine Stewart reminded the group that committee meetings are open except for discussions of personnel or other confidential matters.

#### **2. Introductions**

Chair Levy determined that there were no introductions needed.

#### **3. Approval of Minutes of 2/18/2019 meeting**

- a. Dr. Kerry Havner suggested two corrections to the February minutes.
- b. Dr. Tuere Bowles moved the minutes be accepted as amended; the motion passed.

#### **4. Update from Association of Retired Faculty(ARF) - Dr. Tom Stafford**

- a. Dr. Stafford reported not much has changed since his report from the last meeting in February. There are two more ARF monthly luncheons left, and Dr. Ray Fornes will assume duties as ARF Chair on July 1. The Mayor of the City of Raleigh was the speaker in March, and did a nice job handling questions, and it was clear from his remarks that he is a good friend of NC State University. Dr. Bowles asked if the Mayor had any recommendations due to safety concerns raised regarding scooters on city roads and a lack of responsiveness from scooter companies. Dr. Stafford stated that the mayor shared with the group that there will be fines imposed for violations, and two companies are withdrawing from North Carolina rather than comply. Dr. Bowles stated that mobility and campus safety are concerns that arise from discussions about scooters.

#### **5. Update from Human Resources- Mr. Gareth Washington**

- a. Mr. Washington introduced himself; he has 30 years experience in HR benefits, 21 years of service in the Army and Army Reserve. He succeeds Mr. Joe Williams as the new Director of HR Benefits, Wellness and Work Life.
- b. Dr. Levy shared the role of the HR Benefits Directors' connection to this committee, and noted concerns of retiring/near retiring faculty regarding healthcare and retirement benefits. Mr. Washington reported that he and his team attended a networking meeting with the UNC Systems Office, and one topic was benefits. Currently there are no changes planned for the design of health benefits, however, there may be a slight cost change and possibly some changes

down the line in 2-3 years for new employees. The state would like to eliminate the 70/30 health plan, and they are looking for ways to save money.

Dr. Kellner asked, if someone was hired before 2006 and has over 20 years of service, would they be grandfathered in for health benefits once retired? Mr. Washington said a person hired before 2006 with that many years of service would have zero-cost health benefits, and that for individuals hired after 2006, the cost of health care at retirement is reduced with increasing years of service but never completely “zeroes out.”

Dr. Levy noted it's important to stabilize these costs for retirees and asked how drastic will the changes to the health plans might be. Mr. Washington shared retirees less than age 65 may have to go to plan with a higher deductible (up to \$7500 per year). Mr. Washington said the cost of medical care is a concern across the country. Dr. Levy asked if there are any plans to changes life insurance cost which are also a concern for many retirees; and there was discussion about cost for retirees verses current employees. Mr. Washington stated he is unaware of any changes to life insurance at this time; but he will look into it. Dr. Bowles also echoes the concern about life insurance as an issue for retirees.

Dr. Kellner asked Mr. Washington what differences has he observed here versus other places he has worked. Mr. Washington stated that his experience is that government versus private industry has a different “touch & feel.” For example, Mr. Washington stated, when he was in the private sector, he could go out and actively compete for rates, but in the UNC state driven system, we do not compete as an individual institution in the market. Rather, rates are negotiated at the state level, and individual institutions don't control the budget for benefits. Mr. Washington does have a small amount of input on the health benefits for postdoctoral trainees, because that system is different from the employee/faculty system.

- c. Dr. Bowles asked whether there have been any updates on gifts for retirees. Dr. Levy said he asked for a rocking chair and was told it was no longer an option because it's too expensive. Mr. Washington said the cost from the vendors could have been too expensive. At some point, control of the gift choice went from HR to colleges, which committee members noted has been disappointing to some retirees.

## **6. Discussion and Selection of 2019-2020 LFIC Chair**

Dr. Kellner nominated Dr. Bowles as the next LFIC chair, and Dr. Levy seconded the motion. Dr. Bowles was unanimously elected LFIC Chair for the 2019-2020 year.

**New Business/ Recommended Action Steps prior to next meeting**

Dr. Levy thanked the committee for their support during his tenure as committee Chair.

**Adjourn**

The meeting adjourned at 2:03 p.m