

Staff Senate Minutes

Thursday, October 18, 2012

Meeting called to order at 3:05 pm

Roll Call

Present

Stephanie Bailey, Laura Bilbro-Berry, Diane Coltraine, Tarrick Cox, Kendra Davis, Bill Edwards, Steven Foley, Pamela Fredrick, Jenny Gregory, Judy Havermann, Mandee Lancaster, Hong Li, Beth Martin, Jean Merenda, Tony Miller, Crystal Morgan, Lisa Ormond, Cindy Reaves, Tricia Reidinger, Kelly Rogers-Dilda, Thomas Santana, Rick Smiley, Jackie Smith, Derri Stormer, LuAnn Sullivan, Travis Taylor, Kim Thompson, Teresa Tripp, Michael Tucker, Belinda Ward

Excused

Steve Ayers, Justin Boulmay, Melissa Eakes, Jilayne Erwin, Sydney Grammel, Kim Higdon, Garrett Killian, Mark Metcalf, Brandon Thompson

Absent

Jennifer Abbott, Jackie Daniels, Johnnie Eastwood, Marsha Hall, Chris Sutton

Minutes

Motion to approve by Teresa Tripp seconded by Laura Bilbro-Berry passed unanimously

Chair's Comments

- Chancellor's Meeting
 - Supportive of Health Fitness Walk
 - Strategic planning at University Level
 - Conversation with Rick Niswander while Chancellor had to step away
 - Request for solicitation of ideas for saving money to University
 - This included ideas where existing regulations exist, because those regulations can be modified or re-examined
- Presentation of Tom Ross' Five Point Strategic plan for UNC (presented to Chancellor and at Tom Ross' meeting with Faculty Senate)
- Health Fitness Walk was great success and Rewards and Recognition Committee should be commended for hard work
- Request for John Toller for information on proposal to raise lowest career banding to no less than 80% of market rate
 - Effective November 1st
 - All employees currently not at 80% of market rate will have talk with supervisor that there will be increase in salary

- Long term goal is to reach 90% or higher
- This step is analogous to step of raising very lowest paid employees to \$25,000 (now \$25,300)
- Some employees were at 50%
- Current exclusions: those on probation, those with less than good employee ranking
- This affects all employees, regardless of funding source
- This won't affect EPA non-teaching because those positions do not yet have defined market rate
- If someone is moving in banding up a level, then they still fall at 80% rule – if the new salary is less than 80%, they will go up to the 80%
- Employees in “broad banded” categories will not be covered, because they are in a different pay system. These employees are not being ignored, but are getting salaries being examined in different procedures
- This change will affect 224 employees with another 50 or so who are on extended absence or probation
- Survey was sent for Staff Senate default meeting date
 - Choice is 2nd Thursday of month from 3:00 – 5:00pm
 - December meeting will be December 13

Treasurer Comments

- State Funds
 - Spent \$25.00 on extra keys
 - Balance is \$2475.00
- Chancellor's Discretionary Account
 - \$1012.14
- Gail Jordan Scholarship
 - \$25,071.09

Secretary Comments

- SharePoint site will be updated with new meeting schedule and e-mail will list all remaining meetings for Senate year

Committee Reports

By-Laws

- Met September 25
- Reached consensus on some previously defined issues
 - Orientation session for new Senators and Alternates would be beneficial
- Need definition of extended absence and vacated seats to allow for the timely replacement of Senators and Alternates
- Need by-laws change related to continuity and chair and chair elect selection process

- One idea is two year term for Alternates, but then there are many implications which have to be defined and taken into account
- Additional challenge is to take a formal document, the By-Laws, and have that be interpreted for the every-day usage and interpretation

Communications and Marketing

- Met on September 4
- Went through redesign and rework for the Staff Senate web site
- Discussed Pirate Perks and details of what perks needed updating or adding

Diversity

- Met on October 18
- Decided on goal of committee
 - Work with University's Office of Equity and Diversity to educate
- Also will reword the Staff Senate web site's diversity content to better reflect
- Communicated with Lee Fadash on previous presentation of kinetic graphic
 - Goal will be to create kinetic graphic for University flat-screens to provide message and education
- Two members will be on University level committee
- Exhortation to Senators to look at the Diversity newsletter sent to Announce from Office of Equity and Diversity

HR

- Met on October 11
- Created topics to anticipate for Staff Forums
- Researching availability of Staff Senate EC for Health Sciences Campus and Main Campus Staff Forum

Leadership and Professional Development

- Met via e-mail
- Justin Boulmay met with EC to discuss expectations of this committee
- Hope to have defined choices and let Senators choose from those at November meeting
- Discussed possible speakers
 - Topics will be chosen
- When Senators come back in January, this committee will have defined activities

Membership

- Met via e-mail
- Meetings for elections and selection and nomination will begin in earnest in January
- Will contact Senators that have been repeated absent to discover why

Rewards and Recognition

- Thanks for participation and assistance with Health Fitness Walk

Scholarship

- Finished application for Children of SPA scholarship
- One remaining edit – wording to change to include non-teaching employees
- That scholarship will
- Final draft of Gail Jordan fund agreement is in process, and will likewise non-teaching employees

Old Business

- Reminder from John Toller that we have to put in place mechanism for supervisor feedback

New Business

- Staff Assembly update
 - Two day meeting
 - Elections were held during approximately half
 - Two ECU EC Committee members are currently on Staff Assembly
 - Mande is Secretary-Treasurer
 - Mary Susan is Communications Officer
 - Had much discussion on best-practices document
 - Updated job descriptions in Staff Assembly by-laws
 - Definition of Staff Assembly – analogous to Staff Senate, but at UNC level
 - Meetings are quarterly
 - Delegates are Chair, Chair-Elect, and Past Chair of Staff Senate
- Toya Jacobs from IPAR was recognized as guest; she will be working and presenting during November meeting to have Staff Senate do strategic planning

Announcements

- Next meeting November 15 at ECHI Conference Room A
- Request for ideas for community service options
- Justin Raines provided information to request participants for study that involves no-cost health improvement interventions

Guest Speaker Dr. Paul Cunningham

- Board has fiduciary responsibility for SHP
- State Health Plan is responsible for \$3 billion
- January 5-6, 2012 first SHP Board meeting was conducted
- EGWP (Employer Group Waiver Program) was passed as first of item of business
 - Reduces unfunded responsibility, which in turn affects bond rating of entire state
- Board approved cap members pay for difference between generic and non-generic when generic drugs exist (max of \$100 per 30 day supply)
- Approved fee schedule
- Indicates that the 89 pages of SHP documents and complexity are due to non-existence of “health care system”, and to reality of many vendors being tied together to form a “system”
- In last five years expenses have gone up 30%

- There are ten people on the board
- The Board
 - Approves benefit programs
 - Approves premium rates
 - Approves contracts in excess of \$500,000
 - Consult and advise State Treasurer
 - Create and maintain strategic plan for SHP in general
- RFP Process
 - There are many RFPs, not just a single RFP
 - Including actuarial and many other
 - SHP requested other states' RFPs
 - Vendor meetings – more than a dozen vendors were interviewed by SHP Board
 - Four components were defined for RFP
- BCBS was chosen because it was better of two vendors that met all minimum criteria and came out ahead in final detailed analysis of submitted bid
- New Medicare Part D will be implemented on Jan 1 to help lower cost for retirees
 - All retirees and dependents will be included
- Plan awarded contracts to United Healthcare and Humana and plan expects to receive savings for those people in Medicare Advantage plan
- Savings will be used to reduce the amount of increase
- SHP will continue to evaluate premiums and see if there is possibility of changing dependent count coverage
- No finalization is made but change proposals include:
 - Change plan year
 - Enhanced coverage for preventive benefits
 - Keeping copays at current levels
 - Possibility of health savings accounts
 - Creation of focus groups to identify
- Projected administrative savings will be incorporated into overall budget and will be applied to reduction of increase
- Plan is evaluating benefit design including those things related to life choices such as Body Mass Index (BMI) and smoking
- SHP is evaluating length of term of benefit (example: adding benefits for non-smokers and BMI reduction is a long term investment where benefits to SHP might not be seen for years or decades)
- Currently ECU Physicians is talking with SHP to see if benefit can be offered in some way to employees who use ECU Physicians services
- Retiree and active employees are similar, and SHP is working on new drug program and Medicare Part D plan for retirees
- Splitting plan into retiree vs. non-retiree would increase premiums for non-Medicare retirees (translation – active and Medicare retirees help fund money for non-Medicare retirees)

- SHP is evaluating on two year cycle plan members to determine the rates for employee plus spouse
- 90/10 coverage plan might come back, but at significant premium increase compared to previous existence of 90/10 plan
- There will be 4% increase expected for next cycle of SHP
- Request was made for printed/electronic copy of questions and answers; Dr. Cunningham will take request to Board to ask if this can be distributed
- Question was asked about cost of nausea pill at hospital vs. drug store
 - Answer was that the cost reflects that you are paying for hospital services and costs such as parking, cafeteria, etc., etc.
 - Vidant Medical Center pays for much of the other parts of the system, and that helps drive the costs up for the other parts of the system
- Question/comment was asked about ways to help educate and increase ways to prevent people from having to use hospital services by improving wellness
 - Brody, in particular, is creating education programs that are hoped to have affect, especially in those areas such as obesity and diabetes that are common problems in Eastern NC

Adjournment

Motion to adjourn by Tony Miller seconded by Kendra Davis; adjourned at 5:01pm