

## WOLFPERKS HAS ARRIVED

The Human Resources Division is excited to introduce WolfPerks, an employee discount program. This new program is a partnership with local, statewide and national businesses that offer discounts or other incentives to NC State University employees who possess a valid University identification card. All NC State employees are invited to take part in the WolfPerks employee discount program. To use the program, identify yourself by showing your valid NCSU picture ID card at the time of purchase at participating businesses. As an employee you are eligible for all discounts offered through the program.

Participating partners can be identified by going to the webpage at [www.ncsu.edu/hr/wolfperks](http://www.ncsu.edu/hr/wolfperks) or they may have a window decal displayed in their storefront which identifies them as a WolfPerks partner. Some discounts will require membership cards, account numbers, brochures, order forms, or other information. To obtain specific business information or should you have any questions about this program, please contact Rob Stevenson, WolfPerks Coordinator, at 515-4282 or Laurie Dean at 515-4295.

### Proposed Changes to the State Benefits Program (continued)

**Participating Pharmacies:** The SHP has no contract or direct relationship with any pharmacy, and the Plan regrets any inconvenience to state employees that may arise if CVS decides to discontinue participating in the AdvancePCS network utilized by the Plan. However, any decision by CVS would be the result of a failure of CVS and AdvancePCS to reach an agreement on reimbursement terms.

**NC STATE UNIVERSITY** Please review the important message from SHP's Executive Administrator located at <http://statehealthplan.state.nc.us/>. The site provides additional details and a series of questions and answers with regard to CVS prescriptions and how to transfer the prescriptions to participating pharmacies.

### NC FLEX:

**Dental Insurance:** The NC Flex Advisory Committee has submitted a Request for Proposal for a new dental carrier to avoid premium rate increases for the coming year. Dental claim web access will soon be available.

**NC Flex Website:** Participants may now access spending account information.

**AD&D (Accidental Death and Dismemberment):** There may be a rate increase of at least 3%.

## the Voice

The Voice, NC State University's  
SPA employee newsletter.

Compiled by the Staff Senate  
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### Proposal to Change Benefit Year from a Fiscal Year to a Calendar Year:

- Beginning July 1, 2002, revise the deductible to \$200 and the out-of-pocket maximum to \$800 for a six-month period.
- Beginning January 1, 2003, the deductible increases to \$375 and the out-of-pocket maximum is revised to \$1,600.

State Health Plan Proposed Fiscal to Calendar Year Changes

Rate Change	Current Benefit October	July-Dec January
Drug Copay Limit	\$2,500	\$1,350
Chiropractic Services Limit	\$2,000	\$1,050
Wellness Benefit	\$150	\$80
Diabetes Self-Care	\$300	\$160
Therapy Services	\$15	\$25
Unmanaged Mental Health/ Chemical Dependency Visit	26 outpatient visits	14 outpatient visits

## You're Invited!

The Staff Senate is your Senate!  
Senate meetings are held on the first  
Wednesday of each month at 10:00 am  
in the Faculty Senate Chambers,  
DH Hill Library.

## NC STATE ENDOWS SCHOLARSHIPS TO EMPLOYEE'S FAMILY MEMBERS

Submitted by Rosalind Thomas, Chair, Staff Senate

As a member of the NC State community, I realize how hard you work to make NC State the great place that it is -- so many of the things you do positively affect our University each and every day. There is another way for us to come together as a campus community to give back to NC State. Many of you know about the wonderful initiative Chancellor Fox began two years ago with the start of the NC State Family Scholarship. Over the last two years more than 25 children of NC State employees have received scholarship money. The NC State Family Scholarship was established to provide need-based scholarship assistance to full-time students enrolled at NC State whose parent(s) are employees at the University. Our goal of having this scholarship endowed has recently been met, assuring that scholarship money will be available to employee's children for many generations.

It is true that we face quite a challenge in the coming year as we work to fund the pressing needs of the University. It is times such as these that private support becomes even more important. I have spent considerable time listening to university community members to learn how you are handling the difficult situations that many state employees are facing. One bright spot is knowing that this NC State Family Scholarship can assist our hard-working employees. Many past recipients of the scholarships have been first-generation college students. Their experiences inside and outside the classroom will enable them to become tomorrow's leaders. By making a gift to the NC State Family Scholarship you can help our faculty and staff afford an exceptional education for their sons and daughters.

A gift to the University can support your area of choice -- including NC State Family Scholarships. I have made my gift this year to the NC State Family Scholarships....wondering how you can do the same? There are five easy ways to make your gift:

\*Payroll Deduction: It's quick, easy and benefits the Scholarship program every month. Just log on to: [www.ncsu.edu/annualfund/fs.htm](http://www.ncsu.edu/annualfund/fs.htm), print the form and mail to Campus Box 7511; or call 513-2926 to have one mailed.

\*Online Giving: New this year~!! Make a gift online by going to [www.ncsu.edu/annualfund](http://www.ncsu.edu/annualfund) and using your Visa or Mastercard.

\*Charge It: Call the NC State Annual Fund office at 515-2034 and charge your gift to your Visa or Mastercard.

\*Write a Check: Make your check payable to NC State Annual Fund and mail to Campus Box 7511.

\*Combined Campaign: You may also make a contribution through the State Employees Combined Campaign beginning Fall 2002.

I hope you will join me in supporting the NC State Family Scholarship program~!!

The application is available via the Web at [www.fis.ncsu.edu/financial\\_aid/ncsfamap.pdf](http://www.fis.ncsu.edu/financial_aid/ncsfamap.pdf) and at the Office of Financial Aid.

### PROPOSED Changes to the State Benefits Program submitted by Yvette McMillan, Director of Benefits

State Retirement Board of Trustees legislative recommendations:

\*Increase TSERS factor, used to calculate the retirement benefit, from 1.81% to 1.87%.

\*COLA for retirees equals 1.25%, plus 3.3% if factor increases, which is a total of 4.55%.

\*Governor proposes a 1% COLA for retirees and reducing the employer contribution rate to 0.0%.

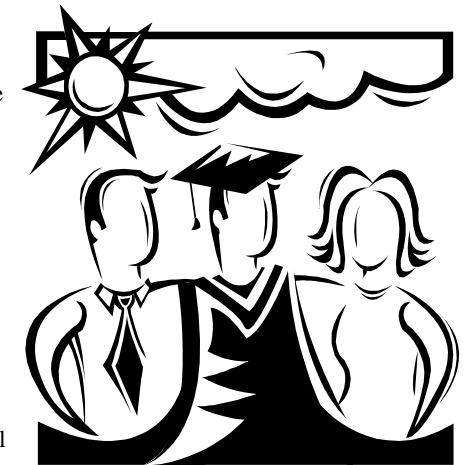
State Health Plan (SHP): Proposal to offer a choice to members effective January 1, 2003:

\*\$25 co-pay for physician office visit and no deductible or co-insurance will apply. Participants deductible for the year will be \$425 and will apply to all services not rendered in a doctor's office. The out-of-pocket maximum is \$1,600 per person.

\*Retain current coverage but an increase in deductible to \$375 and out-of-pocket maximum increased to \$1,600 per person.

State Health Plan's Contract with AdvancePCS: The State Health Plan signed a contract with AdvancePCS as its pharmacy benefit manager in December 2000. The terms of the contract called for the Plan to pay a specified amount for prescription drugs, and for AdvancePCS to maintain a minimum enrollment of pharmacies within their network. Audit results showed AdvancePCS had been billing the SHP an amount different from the contracted amount. AdvancePCS is now attempting to rectify this situation, which includes renegotiating their contracts with individual pharmacies and chain drugstores. SHP is not requiring AdvancePCS to renegotiate with their pharmacies but to comply with the clearly stated contract terms.

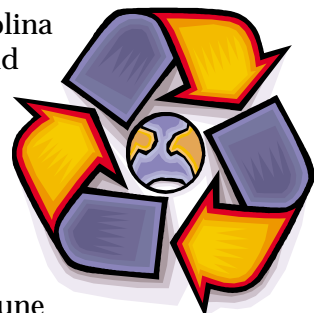
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## Recycling Reviews

*submitted by Richard Palmer, Chair of Resources and Environment Committee*

North Carolina State University submits an annual report to the North Carolina Department of the Environment and Natural Resources which details the amounts of waste generated, breakdown of waste types and disposal methods used, and total costs for disposal. As reports are filed for the past fiscal year, the current report covers July 1, 2000-June 30, 2001. During that time, the University recycled, composted or disposed of over 18,000 tons of material. Over 2/3 of that material did not end up at the landfill, instead it was either recycled or composted. By not using the landfill to dispose of items which could be recycled or composted, the University not only avoided paying nearly \$300,000 in collection and disposal costs but was able to earn over \$5,000 in revenue from the sale of those recycled materials.



The largest category of recycled/composted waste was organic material, which includes wood, yard waste, food scraps and animal manure. Over 11,000 tons of organic material was kept out of the landfill. The next largest category was paper, which includes newspaper, cardboard, office paper and phone books. Over 1,000 tons of paper was recycled. Other smaller categories include metal (144 tons), glass (18 tons), and plastic (10 tons).

While 5,590 tons of materials were disposed of at the landfill for a cost of \$678,251, there were 12,420 tons of materials that were recycled and/or composted. Again, this not only saved \$292,820 in collection and disposal fees, but also earned \$5,525 in revenue (calculated after subtracting recycling collection costs).

Sarah Ketchem, the newly hired Program Manager with the OWRR, is diligently working to help swing the pendulum even further in the direction towards recycling. She is working on several new programs designed to make recycling even more convenient for all of us to use. Education programs about recycling are planned for the fall. We on the Resources and Environment Committee of the Staff Senate are pleased to have Ms. Ketchem on board. This committee looks forward to assisting the University increase its recycling programs and help North Carolina continue efforts to reduce waste and landfill use in the future. When you're done reading this newsletter, please don't throw it in the trash, recycle it. **Together we can make a difference.**

Tired of tripping over extra phone books in the halls, stairwells, and in your office? Now you have a few options other than just leaving them sitting around taking up space.

There are two ways you can get both the yellow and white pages on your computer; either by downloading the information from the BellSouth website or inserting a CD. Having the phone books on your computer will lessen the amount requested for the campus community and also reduces the amount of unused books which often go into the trash instead of being recycled. It also may give you back the use of that top desk drawer which currently is filled with phone books.

The staff at Communication Technologies (Telecommunications) are not suggesting a complete removal of old phone books, but rather having only 1 or 2 hard copies per office instead of 1 per person plus extras. The head of your office or department may contact Pat Gaddy, Directory Coordinator, at 515-7985 to adjust the number of books requested per office. To request a CD of the yellow and white pages, contact Jennifer Van Horn at 515-9638. The directories may be downloaded from the following address: <http://www.therealyellowpageslive.com>. The directories will be loaded to your desktop where you may then access them simply by clicking on the icon.

Hopefully these two new options will help reduce the amount of phone books consumed each year by this University. Thank you for helping our recycling and consumer reduction efforts~!!



## NC State Recycling Expansion Efforts by Sarah Ketchem

As the newest member of the Office of Waste Reduction and Recycling (OWRR) team, I want to take this opportunity to introduce myself and my vision to the campus community. I come to NC State with more than nine years of university waste reduction experience, and I am very excited to have made the move here. The students, faculty and staff whom I have met so far have been great!! Their positive interest in pursuing initiatives to reduce waste and improve recycling on campus has been extremely inspirational. My thanks goes out to them. I look forward to working with the entire campus community to make NC State a leader in the areas of waste reduction and recycling.

Communication with the campus community will be an important key to the success of our programs. You will be seeing much more of the OWRR in the coming weeks and months as we unveil our new logo and begin production of our quarterly newsletter.

If you are interested in being added to our mailing list, please send an email to [recycling@ncsu.edu](mailto:recycling@ncsu.edu). Members of this list will receive email updates of programs, services and special events. You can also use this email address to alert us to any concerns or suggestions you may have.

As I am sure you are aware, University Housekeeping recently began a desk-side recycling program. Through this program, you can recycle white paper at your desk. University Housekeeping will empty this bin for you on a weekly basis. Please keep in mind that the only item you can recycle in this bin is white paper. All other materials will need to be carried to a central recycling collection site. If you need information on the location of your nearest recycling site, please call 515-9421.

Planning for Residence Hall move-out is in place. With the help of University Housing, we intend to have a comprehensive waste reduction program in place. Students will have the opportunity to donate clothing, electronics, food and school supplies in centralized locations in each residence hall. Lockers will be collected separately and recycled rather than thrown into the landfill. Full scale recycling sites will be available at each of the roll-off locations. None of this would have been possible without the help of the Inter-Residence Council Recycling Committee and the EarthWorks Park Scholars. They have shown dedication and interest in making this the best, and least wasteful, move-out ever.

Other initiatives that we are currently working on include: toner cartridge, floppy disc, CD, Styrofoam cooler and battery recycling. We hope to convene a strategic planning meeting to help establish long-term goals related to solid waste and recycling for the campus. We are also in the process of opening a full-scale compost site.

As you can see, the OWRR is working hard to improve waste reduction options for the campus community. However, the bottom line is that it isn't just about us, it is about every one of you making choices and decisions which will benefit our community and the environment. Whether it is recycling your aluminum can or riding your bike to work, every little bit counts. We can't do it without you!!

If there is an initiative you would like to see considered, please don't hesitate to call me or send an email. You are the eyes and ears of this campus and you know where opportunities exist. I may be reached at 515-9883 or at [sarah\\_ketchem@ncsu.edu](mailto:sarah_ketchem@ncsu.edu). I hope to hear from you soon. Thanks for recycling!