

NORTH CAROLINA STATE UNIVERSITY-approved version
Staff Senate Meeting
Faculty Senate Chambers, D.H. Hill Library
Wednesday May 3, 2006

Attending: Shelia Ange, Valerie Ball, Jon Barnwell, JC Boykin, Bob Brinson, Tracy Brown, Corrie Cadwallader, Barbara Carroll, Angie Chiatello, Randy Colby, Debbie Douglas, Kathy Fuller, Albert Genovesi, Nicole Harrell, Janet Harris, Michelle Healey, Willie Healy, Pat Hill, Miriam Hines, Carol Horne, Debbie Hunt, Thomas Hunter, Carrie Levow, Lucy Mabry, Felicia Mangum, Todd Marcks, Laura Massengill, Tom Mease, Samantha Parrett, Terry Price, Sara Reese, Patty Routh, Phyllis Royal, Valerie Sameshima, Christy Scheid, David Serxner, Mel Stoss, Lee Thayne, Rodney Vinson, Corrinda Watkins, Melissa Watkins, Gail Willis and Sandee Zechman

Absent: Cathy Harvey, Carina Lockley, Sherry Mosher, Richard Palmer, David Setser, Brenda Shelton and Leroy Wilkins

Guests: Dr. Nina Allen, Faculty Senate; Julie Garrison, Chancellor's Office; Joseph Goodrow, Campus Police; Lauren Gregg, News Services; Yvette Griffin, Terree Kuiper, Dianne Sortini and Joe Williams, Human Resources

Call to Order: The 10th meeting of the 11th session was called to order at 10:00am.

Guest Speaker: Joe Williams, Assistant Director, University Benefits

Mr. Williams expressed gratitude for the opportunity to address the Staff Senate and publicize the new NC SmartChoice PPO (Preferred Provider Organization) Medical Plan. The enrollment period is May 22nd through June 30th, coverage begins October 1st. Careful consideration of plan options is important prior to paperwork submittal because enrollees may change their tier choice only during the annual open enrollment period. Mr. Williams began his presentation by reviewing the major benefits of this new health care benefit; no referrals are necessary, inclusion of a vast network of participating physicians and health care facilities, reduced premium costs, and when using in-network providers there are no claim forms to file and a considerable reduction in out-of-pocket expenses.

There are 22,000 plan participating health care providers located in all 100 North Carolina counties. Statewide participation statistics include 90% of all health care providers, 85% of specialists and 97% of hospitals. National and worldwide access is covered for plan members as well.

There are three PPO options from which to choose; all options include an employee/spouse only tier. Mr. Williams reviewed plan deductible and co-insurance rates; in sum, the NC SmartChoice Basic Plan is 70/30, Choice Plan is 80/20, Plus Plan is 90/10. The real money savings for employees selecting the PPO plan is that in-network doctor visits only cost a co-pay and are not subject to deductible and coinsurance. A new benefit with this plan is the inclusion of supplies for diabetics with only a pharmacy co-pay. This plan includes 30 visits per year for each for these three therapies; mental health, physical therapy/occupational therapy/chiropractic, and speech therapy. Some preventative care visits are also covered; namely gynecological screenings, mammograms, colorectal screening and prostate screening. Immunizations are covered but a co-pay does apply.

Those eligible to participate in this plan are State employees with 30+ hours per week, teachers, retirees and those enrolled in Cobra. The effective date for this plan is October 1st. Deductible and co-insurance paid between July 1st and September 30th will be applied to your in-network deductible and co-insurance maximums. Mr. Williams stressed that enrollment forms must be received by the Benefits department by June 30th. New ID cards will be mailed by October 1st. Campus workshops are planned in order to advertise and inform campus community members about the new health plan option.

Plan specifics can be reviewed in summary form at http://statehealthplan.state.nc.us/PPO/PPO_Overview.html or by contacting the NCSU Benefits department. The PPO Support helpline is 1-888-234-2416. This is a toll-free number.

Mr. Williams opened the floor to questions:

A query was raised about the usage of flexible spending accounts; NC Flex dollars can be applied with this plan.

A query was raised about blood tests drawn at a physician's office and then sent out to an outside contractor (namely Lab Corp); the blood test is covered under your office visit co-payment.

A query was raised about where else beside the internet can information be found; enrollment forms and benefits counselors are available at the NCSU Benefits Office. Information packets to current health care plan enrollees were mailed.

A query was raised about how to stay in the current health plan; those employees should not fill out any plan paperwork. Unless the Benefits Office receives a PPO enrollment form, the employee automatically remains with the current plan. Mr. Williams replied that it is to most employees' advantage to switch to this plan but that it is a financial decision based on health and medical needs.

A query was raised about the scenario where your current physician does not participate in this plan; Mr. Williams recommended that the employee encourage their physician to contact Blue Cross/Blue Shield and request network inclusion. It is in the health care provider's best interest to participate in this network in order to maximize earning potential.

Mr. Williams again expressed gratitude for the opportunity to address the Staff Senate and review the new health care plan. Again, open enrollment for this plan is May 22nd through June 30th and complete plan information can be reviewed online at <http://statehealthplan.state.nc.us>.

Budget Report: Melissa Watkins, Chair

Ms. Watkins reported the remaining balance is \$3,362.78; there is \$488.15 in open commitments.

Administrative Report: Terree Kuiper, Director, NCSU Employment and Compensation

Ms. Kuiper reported that the Administrative Support Banding project is underway, all support positions will be banded by September 1, 2006 and that no salary adjustments will be given at this time. It is anticipated that discretionary adjustments will be allowed January 1, 2007. Personnel Connections representatives have the list of included positions. Work will begin in July on banding projects for institutional services and research positions. These positions must be banded by December 2006. Discretionary salary adjustments for these groups will be allowed in April 2007. In response to a query, she replied that banding will not change minimum and maximum pay rates of salary grade ranges between UNC System schools.

Guest Speaker: Steve Bostian, Project Manager, NCSU Design and Construction Services

Mr. Bostian expressed gratitude for the opportunity to address the Staff Senate and review past and future work on the Rocky Branch Creek project. His goal is to educate campus groups about the restoration project and its' positive environmental and aesthetic impacts upon campus. He referred to the creek as a "hidden jewel" that runs between North and South campuses. He presented a photographic and drawing-rendered power point presentation of the project's history and future plans.

The creek restoration goals include stabilizing the creek, improving both the water quality and surrounding habitat and integrating the creek into the campus environment. Paved greenway trails totaling 6,000 feet will accompany the creek between Gorman Road and Pullen Park. The City of Raleigh will pay to connect the NCSU greenway to the existing greenway system; ultimately the greenway will run from the North Carolina Museum of Art to the Walnut Creek Amphitheater.

Mr. Bostian reviewed the particulars of Phase III of the project; namely daylighting 270 linear feet of the creek behind the Carmichael Natatorium and parking area/service drive. He reviewed the necessary parking adjustments and construction of a retaining wall necessary to allow pedestrian walkways to accompany the creek in this area. He proudly announced this project has allowed NCSU to become the leader in providing educational opportunities for students in a variety of majors to evaluate restorative stream projects and study aquatic and wildlife changes throughout the duration of this multi-phase project.

Mr. Bostian opened the floor to questions or comments.

A query was raised about the straight stream design of the final phase of the project; this is due to physical limitations around the Carmichael Gym and Student Health Center areas.

A comment was expressed to the “outstanding improvement” to water quality and aquatic life that this project has provided.

A query was raised about the perceived increase of impervious surface area and its effect upon storm run off; there are no expected increases to impervious surfaces and Phase III planning includes considerations for bottlenecks and water dissipation. Mr. Bostian explained that numerous departments have been and remain involved in this restorative project; to include Facilities, University Architect and Transportation.

A query was raised about plans for public/social areas near the stream/greenway areas; behind the baseball field and tennis courts there are picnic shelters and incrementally over time more social area projects will be developed.

Mr. Bostian asked for the Staff Senate to formally endorse its’ support of this project. He welcomed the opportunity to address further questions or concerns by campus community members in order to gain more support for this project.

Guest Speaker: Melissa Watkins, Parking Enforcement Manager, Transportation

Ms. Watkins distributed a campus map which indicate summer construction and roadway project locales and forewarn of transportation-related delays and detours. In sum, with the variety and number of projects planned it is advised to use exterior travel routes and avoid interior travel routes through campus. Through the summer months transit service will mainly serve only exterior travel routes.

The Transportation website will have detailed transit and pedestrian route information along with the scope and dates of the various projects. She strongly recommended campus community members become familiar with the projects and to plan their transit accordingly.

A concern was raised about the Student Health Center remaining open during the repaving of Dan Allen Drive; the lot behind Student Health Center will be kept open and remain accessible throughout the project.

A concern was raised about the barricade along Varsity Drive and Western Boulevard; that intersection will be getting a traffic signal after which the barricade will be taken down.

A concern was raised about Cates Avenue user parking and delays during its’ repavement; parking along Cates Avenue will be eliminated during the road repavement project in order to keep one lane open for traffic flow.

Ms. Watkins announced that the Coliseum Deck will open up to all permit holders due to a multitude of projects on South Campus. She also announced that high school graduation ceremonies normally held in the Civic Center will be held on NCSU this year and to expect a spike in traffic on ceremony days.

Ms. Watkins strongly encourages all staff members to sign up for Transportation’s staff and Wolfline transit listservs in order to get updated traffic delay and detour information; sign up online at the Transportation departmental website.

Roll Call: A roll call was performed by Debbie Hunt to ensure accurate attendance records.

Approval of April 5, 2006 Meeting Minutes: The minutes were approved with one correction.

Committee Reports:

Chair:

The Chair and Chair-Elect attended the April 10th Budget Advisory Committee meeting.

The Chair attended a reception for UNC System President Elect Erskine Bowles and attended a meeting with the Chairs of the other UNC System Schools on April 11th.

Led by the NCA&T band, the Chair participated in the official procession for the inauguration of Erskine Bowles.

The Chair participated in the Symposium on the Engaged University on April 19th.

The Chair led the April 19th Executive Committee meeting. Constituent suggestions for generating fine monies were reviewed and discussed.

The Chair attended the Chancellor's Liaison meeting on April 26th.

The Chair attended the Board of Trustees' Audit, Finance and Planning Committee meeting on April 27th. She attended and presented the Staff Senate report to the Board of Trustees' Student and Campus Affairs Committee where she opposed the proposed permit price increases. She reported that Board members did discuss the court case's financial repercussions and effect upon the Transportation department and that review of the legislative wording regarding fine monies is on NCSU's legislative agenda. She also attended the full Board of Trustees meeting held the following day.

The Chair attended the reception, dinner and portrait unveiling honoring former Chancellor Marye Anne Fox on April 27th.

The Chair participated in the Awards for Excellence nomination review committee; award winners will be honored at a luncheon held on May 22nd.

Chair-Elect:

The Chair-Elect announced the annual retreat will be held Wednesday June 7th from 8:00am-3:00pm at the McKimmon Center. The retreat's focus will be team building and training of newly elected Senate members. The monthly Staff Senate meeting will be held from 10:00am-12:00pm. Retiring Senators will be recognized and certificates presented during this meeting; lunch will be served at the meeting's conclusion. Committee Chairs will report on committee goal progression during the past Senate year. The Chair-Elect charged returning Senators to consider what role or position they would like to hold during the next Senate session and reminded everyone that Officer elections will be held at the August meeting.

Vice Chair:

The Vice Chair contacted Administrators regarding a recently submitted Issue of Concern regarding the usage of employees' privately owned vehicles. She reported that there is no policy in place governing such usage other than the errand must be University related, mileage will be reimbursed using the current allotment figure, and employees asked to use their privately owned vehicles for errands are not required to do so unless it is written in their job description.

An Issue of Concern was received about the implementation of four 10-hour workdays per week in order to reduce commuting costs. It was suggested that departments get half-staffed on both Monday and Friday in order for employees to be able to commute one less day per week and still keep up office duties. There are "no overarching rules" which govern this suggestion; however some departments, due to the nature of their duties, can not implement. Individual departments can consider this suggestion and how it may effect staffing and work responsibilities.

Governance:

The election process is underway; ballot return deadline is May 19th. Not all districts are holding elections.

It was reported with concern that some constituents in District 14 have yet to receive their ballots. After some discussion it was decided that a subcommittee will be formed to review the unique composition of District 14 constituents and how best to run that district's election to ensure complete employee participation. Once established, consistency of efforts will be critical for the successful outcome of this district's election.

Human Resources:

There was no report given.

Diversity:

Committee members are completing the compilation of research data gathered from peer institutions about their diversity training efforts. A written synopsis of the research and suggestions for diversity training implementation at NCSU will be presented to the Vice Provost for Diversity and African American Affairs for administrative review.

Public Relations:

Proofs of the 2005-2006 Staff Senate group photos were distributed for review and ordering information given.

Committee Chairs were reminded to submit their material by May 17th for inclusion in the retreat notebooks. The retreat will be held Wednesday June 7th at the McKimmon Center.

Resources & Environment:

A reminder notice about energy conservation measures was distributed to campus contractors. Committee members continue to review suggestions about ways to conserve energy.

A letter requesting rewards and recognition of building liaisons was forwarded to Chancellor Oblinger.

Committee members are in the midst of composing two resolutions: one regarding parking permit rate increases and the other regarding campus ID Badges/security measures.

Legislation Liaison:

Committee members met with Andy Willis who is providing assistance getting requests to local legislators to participate in campus round table discussions.

Ad Hoc Committee:

Committee Chair Tom Hunter reported the letter providing suggestions about how else the University may raise or designate the fine monies has been sent to the Director of Transportation and to the Chancellor. The Chair thanked and acknowledged the committee members for their efforts reviewing suggestions and composing the letter on behalf of the Staff Senate; she then abolished the committee which had completed its charge.

Old Senate Business:

The Staff Senate logo-embossed apparel order is due in shortly.

New Senate Business:

The Chair will compose a thank you note for the editors of the Bulletin for their April 28th article and will compose a congratulatory note for Dr. Jim Martin, Chair Elect of the Faculty Senate.

Announcements:

Wolftrails and Transportation employee contact information were made available.

Captain Joseph Goodrow announced that as of June 1st, Campus Police will be the primary recipient of 911 calls dialed from campus phones; this direct routing of the calls will facilitate quicker response time. Campus Police will maintain the former emergency phone number, 515-3333, for one-year to ease the transition.

Remarks:

There were no remarks.

Adjournment:

The 10th meeting of the 11th session was adjourned at 11:43am.

Next Staff Senate Meeting:

Wednesday June 7, 2006
10:00am-12:00pm
McKimmon Center

Next Executive Committee Meeting:

Wednesday June 21, 2006
10:00am-12:00pm
Room 1115, Administrative Services I Bldg

Submitted by: Judith Strickland, Administrative Secretary

Debbie Hunt, Secretary
Staff Senate