

SPOTLIGHT

BOARD OF GOVERNORS MEETING

JULY 17-18, 2026

HIGHLIGHTS

Changes to the State Health Plan

Guest Speaker - Executive Administrator of the State Health Plan Thomas Friedman

The State Health Plan is moving to a preferred/access/non-preferred tier system for active employees and non-Medicare retirees. Preferred providers — UNC Health, Novant Health and Iredell Health — will offer half the deductible, lower out-of-pocket maximums and flat co-pays instead of coinsurance. Non-preferred providers include Atrium and its partners, Duke LifePoint facilities, and Granville Health.

All active employees and non-Medicare retirees will be auto-enrolled in the Standard plan (similar to today's 70/30 at the access tier); members can opt into the Plus plan (similar to today's 80/20).

Key takeaways:

- In an emergency, there are no non-preferred providers — the entire hospital stay is covered at the member's benefit level.
- Preventive care remains 100% covered at all providers.
- The \$0 Lantern surgical program continues.
- Long transition-of-care protections apply for cancer, transplants, NICU stays and active pregnancies.
- Individual premiums rise between \$1.76 and \$8.06 per month; family premiums rise between roughly \$28 and \$46 per month.
- This tier system does not apply to Humana Medicare Advantage members, though Humana copays and out-of-pocket costs are rising.

State budget signed — mixed results for state employees

- The final budget delivers a 3% raise for most active employees effective July 1 (paid retroactively in August paychecks), a 2.5% one-time bonus for retirees, and step-plan raises ranging from 6.5% to 15% for certain law enforcement classifications.
- October bonuses for actives break at \$65,000 in salary — under gets \$1,750, over gets \$1,000, based on July 1 salary.
- SEANC was the only major state employee group that did not thank the legislature.

SEANC building is fully operational

- July's meeting was the first held inside the SEANC building since displacement began after the May 2025 flood. Director of Operations Brenda Johnson recognized the vendors who made restoration possible.

New SEANC website and member portal launches

- A new SEANC website (SEANC.org) has launched, including a member portal for members to access their obligations, payments, and other information. New features will be added to the portal in coming weeks.



42nd ANNUAL CONVENTION

September 9-12

Sheraton Greensboro/Koury Convention Center



KEY DEADLINES

- **July 31:** Last day to email delegate and rooming list changes to Brenda.
- **August 7:** Room rate deadline. Hotel changes after this date must be handled with the hotel directly, with Brenda copied – otherwise they will not process.
- **August 18:** All Convention registration, banquet ticket and district table payments due.
- **August 18:** Signed Ethics Policy acknowledgment forms due for every delegate. Delegates without signed forms cannot be seated.

SCHEDULE AT A GLANCE

- **Tuesday, Sept 8:** Insurance Board meets. Treasurer training at 3 p.m. (mandatory for new treasurers).
- **Wednesday, Sept 9:** IB continues; Board of Governors meets at 1 p.m.; President's Reception (Mexican Fiesta) in the evening.
- **Thursday, Sept 10:** New Delegate Orientation, 10 a.m., Convention convenes at noon; Gospel Explosion, 7 p.m.; Emerging Leaders Council Game Night with Family Feud, 8 p.m.
- **Friday, Sept 11:** Business and educational sessions, 9 a.m. - 5 p.m.; EMPAC reception, 7 p.m.
- **Saturday, Sept 12:** Business session with some awards, "Rep Your Region" competition
Awards Banquet, 7 p.m. — A Night to Shine: Illuminating a Path Ahead
Attire: semi-formal, sparkly, dressed to shine.

EDUCATIONAL BREAKOUTS

- What They Are Not Telling You About AI
- EOC in Action: Strengthening Our Team, Shaping Our Future (state ELC and district ELC chairs only)
- Insurance educational session
- Treasurer's office session (health care and retirement)

WHAT TO KNOW

- Room rate is \$182, subject to tax changes.
- Only 50 first-floor rooms exist; requests are not guaranteed.
- Chairs receive two President's Reception wristbands at Wednesday BOG.
- Awards will be presented during Saturday business and the banquet.
- Encourage visits to Entrepreneur Avenue upstairs.
- Thursday/Friday dress is business attire.
- SEANC pays the food-and-beverage minimum regardless of banquet attendance. The minimum is \$60,000 this year and \$75,000 next year.
- Districts should encourage full banquet attendance to avoid absorbed costs.

Visit convention.seanc.org for updated information.



LEADERSHIP REPORTS

President's Report – Wendell Powell

- Since the last board meeting in May, Powell participated in numerous committee meetings and organizational activities, such as: Commissioner of Labor Heat Stress Advisory Council, EMPAC, Planning Committee, Building Committee, 2-Year Convention Forum, Insurance Board, Membership Committee, Emerging Leaders, Bylaws Advisory and Statewide Bylaws Meeting and Retiree Council.
- He also held an Executive Committee meeting in July.
- Annual Meetings - Attended Districts 2, 3, 20, 21, 22, 26, 28, 46, 58
- Attended both the signing of the state budget and Senate Bill 1041 at the Governor's Mansion.
- Participated in a Spectrum News interview about the budget and what it means for state employees and an interview with WRAL about raises for prison employees.
- Attended Emerging Leaders Real Colors training.

First Vice President's Report – Emily Jones

- Jones attended recruitment events as needed, numerous annual meetings, and committee meetings to include but not limited to: O'Berry Center, Wake County Courthouse, Central Regional Hospital, Dept. of Commerce, Women Working in Criminal Justice, Robeson County Probation, Iredell County Courthouse, Gaston County Probation, WAGE meetings.
- She conducted a recruitment training session for the Tennessee State Employees Association.
- She led development of the 2026-27 budget as Chair of the Planning Committee.

Second Vice President's Report – Stacie Crabtree

- Crabtree attended convention subcommittee meetings, district meetings and Growth & Expansion.
- She was interviewed by WRAL about criminal justice work and the state budget.
- Crabtree will represent SEANC on the new NCDAC Employee Foundation board. The 15-member board meets Tuesday, with bylaws still being drafted.

Treasurer's Report – Timothy Morgan

- Morgan attended several annual Meetings and attended Women Working in Criminal Justice Workshop.
- Morgan reviewed the FYTD 2025-2026 budget which is on track for the fiscal year.

Past President's Report – Kirk Montgomery

- Montgomery attended annual, bylaws, policy platform and EMPAC meetings.
- He joined President Powell in Raleigh for the budget signing.
- He encouraged coalition-building with local government employee groups and long-term financial discipline.

Executive Director's Report – Ardis Watkins

- State Health Plan - Watkins emphasized pension investment fee transparency. SEANC is working with Treasurer Brad Briner on transparency efforts. Active and retired members to fight together.
- Watkins was quoted in coverage of *Pension Fight Club*.
- The State Budget is inadequate. SEANC did not thank lawmakers for a budget that left many employees behind.
- She thanked staff for excellent service despite displacement.
- Watkins warned that SEANC cannot continue relying on reserves.

Department Reports

Finance – CFO Brenda Williams Brown

- **Treasurer Training:** Wednesday at 3:00 p.m. at Convention. Mandatory for any new treasurer and for any treasurer who did not attend last year. Strongly encouraged for all treasurers every year.
- **Fundraisers:** A fundraiser request and approval form is required for any district fundraising activity. Allow 5–7 business days for review.
- Brown also flagged growing concerns about the level of fundraising happening at the district level. SEANC's mission is to advance SEANC interests, not to serve as a charity. The Audit Committee will review parameters



LEADERSHIP REPORTS

for district fundraising activity in the coming months.

- **Rebates:** Districts approaching 60 days delinquent on Member Recruitment invoices will have rebates withheld under current policy. Contact Membership if you have questions before next week's rebate distribution.
- **Bonding:** Most districts bond through SEANC. Wait for an invoice from Finance. Do not send payment before being asked. Districts bonded through outside companies must submit proof to the Finance Department.

Insurance – C.J. Stephens

- August 4 insurance webinar (6:30 p.m.), featuring Aflac and Shadow Lake.
- Boston Mutual: April's four-week special open enrollment produced 106 new enrollments – an enormous jump from the typical 2–3 per month. Boston Mutual is considering another special open enrollment for October, timed to State Health Plan open enrollment.
- New hire: Jessica Cooper started June 22, bringing roughly 20 years of insurance industry experience. She will be introduced at Convention. Jan Colbert resigned effective May 30.

Communications – Jon Owens

- The new Convention registration website worked well in its first year and will be improved further next year.
- RSVP feature has been added to retiree forums via retirees.seanc.org
- Weekly news articles are being published at news.seanc.org, and a weekly email is now going out.

Information Technology – Balu Chepuri

- The member portal is now live at members.seanc.org. Staff testing began immediately; a phased rollout to BOG and then to all members will follow within 30 days. Members will be able to view account details and make payments online. A mobile app version is in development.

Government Relations – Suzanne Beasley

- The legislature returns July 27 for what may be a skeleton session. Senator Berger's absence has left several matters unresolved. Approximately \$1 billion in the state budget remains unappropriated.
- Beasley reminded members that legislator salaries remain at roughly \$13,000 per year – a design that increasingly favors lawyers and full-time politicians over working-class candidates.

COMMITTEE REPORTS

Audit – Brenda Williams Brown

- District 58 and 11 audits were finalized; communications will be sent.
- More documentation is needed from Districts 42, 4, 10 and 28.
- Follow-up is being scheduled with Districts 8 and 6.
- The FY 24–25 SEANC office disbursement audit has begun.
- Zoom training for district audit chairs is being planned.

Awards – Pam Hailey

- The nomination deadline was Friday, July 17.
- The Awards Judging Meeting is scheduled for Thurs., Aug. 6 beginning at 10:30 a.m.

Building – Janice Smith

- Total flood and post-restoration costs are \$495,169.13.
- All costs were paid from the general fund; no reserves were used.
- The committee will review building assessments and the draft building usage policy.

Bylaws – Martha Fowler

- The committee met on July 15 and voted to send four amendments on to Convention.
- Several amendments were considered pertaining to the retiree dues increase. The committee voted favorable to forward the amendment to increase retiree dues to \$180/year effective April 1, 2027.
- Other favorable amendments address rebate withholding, Convention charitable contributions and alternating



COMMITTEE REPORTS

in-person/virtual conventions.

- Unfavorable amendments included spouse membership, retiree opt-outs, \$204 retiree dues versions, advance notice for board votes and unfavorable-amendment notification language.

Connections Committee – B.K. Garrett

- Hurricane season runs June 1–November 30.
- Members must be in good dues standing to qualify for assistance.

DHHS Study – Stephanie Ndashie

- The May 29 DHHS Study Survey is available in The Scoop for SEANC and non-SEANC DHHS employees.
- The committee is monitoring Medicaid/DHHS oversight meetings, with non-citizen eligibility as the top issue.
- A Zoom with Rep. John Bell is being arranged for Cherry and O’Berry employees.

Emerging Leaders – Tiffany Vaughn

- The ELC Real Colors workshop was successful.
- ELC created a template letter for community service leave requests.
- Community service opportunities are being planned in eastern and western regions.
- ELC will host a Convention breakout for district chairs and state council members. Thursday Game Night will feature regional Family Feud teams. Admission is school supplies for donation to regional schools.

EMPAC – Junior Hulen

- EMPAC voted not to endorse incumbent legislators this cycle after member feedback. Endorsements will focus on freshman candidates.
- Palm cards and a bipartisan lanyard system will support election-law compliance.
- Convention entertainment includes Reggie Covington and “Cool Breeze” Carl Elliott.
- Suggestions or questions? Email Junior at m.hulen@hotmail.com.

Growth & Expansion – Alexandra Kaulback

- Ordering Convention buttons, Discord, Pre-convention videos, pamphlets & bingo cards for new delegates.
- Growth & Expansion Instagram: @SEANCGandE

Insurance Board – Amy Robinson

- **AFLAC Accident Plan** launched on June 1.
- Insurance webpage redesigned thanks to Jon Owens and Communications.
- IB Survey results yielded useful information on strategies to promote products.
- Next webinar is Aug. 4 at 6:30 p.m. featuring Aflac Accident and Shadow Lake insurance. The registration will be in the Scoop on the Friday before the webinar.

Investment Advisory – Angela Lyght reported by Brenda Williams Brown

- The \$300,000 CD approved in May was purchased at 3.85%.
- Five firms were invited to submit RFQs for SEANC’s investment advisor role.

Membership – Jamie Robinson

- Since May BOG, districts held 75+ membership events and 50 new employee orientations.
- Membership is in retention mode but holding steady; dues-increase losses are below expectations.
- As of May 31, SEANC had 19,251 retirees and about 41,000 total members.
- Districts 2, 17, 10, 28, 66 and 38 were recognized for recruitment. All-Star Awards went to Districts 40 and 41; District 2 was also honored for 30+ events.
- ***Day in the Park is August 15 at Dan Nicholas Park in Salisbury.** Districts 9, 10, 11 and 16 are partnering with Growth & Expansion. The event is free for members.

Planning Committee – First Vice-President Emily Jones

- The FY27-FY36 Strategic Plan was approved to be presented at Convention.



COMMITTEE REPORTS

- The board approved a budget for the 2026-2027 fiscal year. The Planning Committee intends to reconvene to make amendments to the budget after the convention when the result of the dues increase vote is known.

Policy and Oversight – Cliff Johnson

- **Operations Manual** is up-to-date and ready for your use.
- **Ethics Policy** can be found on the website seanc.org/member-only. Ethics Policy Requirements can be found on pages 1, 5 and 6.
- All officers, delegates, committee members and SEANC managers must annually acknowledge the Ethics Policy. Signed forms are due by August 18. Delegates without signed forms cannot be seated at Convention.
- If you have questions, or notice a conflict with our Bylaws or any other of our policies, contact Clifford.johnson57@yahoo.com.

Policy Platform – Kelly Russell

- Policy Platform committees met July 16 to review member-submitted objectives.

Prison Reform – Deborah Harney

- Harney and President Powell completed the One Voice United Leadership Assembly cohort June 29.
- SEANC will host the 2027 One Voice Conference; scope recommendations are coming.
- SEANC will again sponsor the DAC Secretary's Cup Golf Tournament on October 22 at Tanglewood Park.

Public Education – Mark Dearmon

- UNC Systems Institutions - In an effort to gain access to all 17 institutions, Ardis Watkins spoke during the June 24 Human Resources Directors Meeting. Watkins hopes to have the opportunity to speak during the next UNC Chancellors meeting.
- **Chancellors' Cup Golf Tournament - September 29** at Finley Golf Course in Chapel Hill. We're asking each of the 14 districts that have universities to contribute \$500 for sponsorship.
- Brad Langhans secured 32 school district orientations and convocations for fall.
- SEANC will sponsor the NC community colleges fall conference in October.

Retiree Council – Benny Brigman

- The Retiree Council supports the retiree dues increase moving to Convention.
- Most Council vacancies will be filled by acclamation; the Eastern Regional seat is contested.
- Retiree Forums: Brigman praised retiree advocates and strong forum turnout. Retiree forum RSVPs are now available at retirees.seanc.org. Districts were urged to budget for retiree forums.

Scholarship – Nicole Hunter

- District policy/procedure manual sections were distributed for review.
- Foundation judging is complete and winners were distributed. Scholarship checks go to schools in students' names, not directly to students.
- Scholarship Awards. District Chairs and District Scholarship Chairs, please remember to:
 - Submit a photo of each scholarship recipient to Daisy and Nicole.
 - Send your district's list of scholarship recipients, along with the amount of each scholarship awarded, to Daisy and Nicole.
 - The Bowl-a-Thon was held at Buffaloe Lanes North after the BOG meeting.
- Board Member positions. The Foundation is currently accepting nominations.

SEANC Cares – Carl Elliott

- Elliott and District 45 hosted a June 14 school supply drive at the SEANC building led by Dr. Felicia Harrison.
- Elliott helped elevate Craggy wage-compression concerns into SEANC's policy platform.
- He also supported district events and the ELC Real Colors workshop.



MOTIONS

- **PASSED:** Five- and 10-year Strategic Plan; will be presented to the 2026 Convention floor.
- **PASSED:** FY 2026–27 SEANC budget; statewide committee funding frozen except Audit, pending the Convention vote on retiree dues. If the retiree dues increase passes, the Planning Committee will immediately reconvene to restore committee funding.
- **FAILED:** Motion to allocate \$256,750 from reserves to fully fund all statewide committees at the 2025–26 approved levels, with funds to be returned to reserves if the Convention retiree dues increase passes.
- **PASSED:** Addition to Operations Manual §4.4.1: districts submitting bylaws amendments found unfavorable will receive written notice with the reason within 15 working days of the committee meeting.

ANNOUNCEMENTS

- Nicole Hunter announced that she plans to run for re-election for the Scholarship Foundation Board North Central Region.
- Patricia Moore (District 67) announced she is running for Eastern Region Representative.
- District 2 Chair Cliff Johnson announced that he will be running for Western Regional Representative.
- Benny Brigman announced he is running for re-election as Retiree Council Chairman.

Next BOARD OF GOVERNORS MEETING

- Wednesday, Sept. 9 at 1 p.m. at the Koury Convention Center in Greensboro.

