



Campus Support Staff Advisory Committee



Management and Professional Staff Advisory Committee

**CSSAC / MaPSAC Joint Meeting Minutes**

**October 11, 2022**

**1:30 p.m. – 3:30 p.m.**

**Via Microsoft Teams**

**Members Present:** Eric Adams, Bill Bell, Pam Bender, Dan Bollock, Carla Briggs, Anna Chang, Kelsey Chapman, Amy Dietrich, Stephanie Dykhuizen, Mark Fields, Nicole Finley, Hugh Gardner, Elizabeth Gray, Carrie Hanson, Melissa Hay, Bethany Hohman, Jennifer Kawlewski, Mark McNally, Tony Mull, Christal Musser, Jaylene Nichols, Samantha Obeyesekera, Jaclyn Palm, Melissa Ridgley, Carly Rosenberger, Michelle Roskuski, JJ Sadler, Wesley Shoop, Angie Sigo, Mike Springer, Anna Subramaniam, Rendi Tharp, Jacqueline Thomas-Miller, Kerry Ticen

**Members Absent:**

Colleen Banter, Megan Brashear, Iona Brinson, Christina Egbert, Amanda Emmons, Joe Freeman, Misty Hein, Ryan Ickert, Kim Pearson, Yang Yang

**Guests:** Ben Justice, Candace Shaffer

**1:30 p.m.**

**Item #1 – Meeting Call to Order and Adoption of Agenda**

- MaPSAC Vice Chair JJ Sadler called the meeting to order at 1:30 p.m.
- JJ asked for a motion to adopt the agenda; Rendi Tharp made the motion, seconded by Hugh Gardner. Motion carried; the agenda is adopted as presented.

**Item #2 – Community Spirit Award**

Vice President Bell presented the 2022 award was presented to Sandra May at an earlier in-person meeting. Sandra was present at today’s meeting to give remarks and thank her nominator.

**Item #3 – University Officers’ Updates**

Mr. Bill Bell, Vice President for Human Resources

**[Open Enrollment](#)**

- October 25 – November 8
  - Presentations available
    - Check [benefits website](#) for dates and times

**Personalized total rewards statements** were mailed out at the end of September to employees’ homes.

**Your total rewards include:**

- Direct compensation (except overtime)
- The amount Purdue pays for your benefits, particularly your medical coverage
- Purdue contributions to your retirement account
- Purdue base contributions to your HSA or HRA
- Additional financial incentives you received for participating in the Healthy Boiler program

Our comprehensive Healthy Boiler benefits focus on all aspects of your health: physical, behavioral, financial, social and work-life integration. In addition to core benefits, you have access to other benefits including:

- Time off benefits, including paid parental leave
- An onsite health clinic
- Free behavioral health counseling services for the whole family
- On-campus exercise facilities and more
- Retirement plan and financial planning services

#### **Item #4 – Approval of Minutes**

CSSAC – Laurie asked for a motion to approve the minutes;

- Motion: Dan Bollock
- Second: Carla Briggs

The minutes for CSSAC’s September meeting are approved.

MaPSAC – JJ asked for a motion to approve the minutes;

- Motion: Kelsey Chapman
- Second: Elizabeth Gray

The minutes for MaPSAC’s September meeting are approved.

#### **Item #5 – Announcements**

Written reports for all committees are due to Michael Springer (MaPSAC) and [lod@purdue.edu](mailto:lod@purdue.edu) by noon Thursday prior to the full meeting

**Roll Call** – What is your favorite Teams emoji?

- CSSAC
- MaPSAC

#### **2:30 p.m. Item #6 – Guest**

Benjamin Justice, RecWell offerings for staff

- Provided a video representative of things to do at the Co-Rec. Not only for students.
- Gave all members a guest pass code for 2 days

Ms. Candace Shaffer, Director of Benefits

- Provided the following demographic information:
  - 11,400 active eligible employees (monthly average)
  - 23,844 total members (monthly average – employees, spouses, dependents)
  - 48% single; 22% family; 14% employee + spouse; 16% employee + children
  - Offer consumer driven health plans with HAS
    - 50% premier; 33% standard; 15% limited, 2% J1
  - 900 spouses covered with additional premium
  - 57% annual physicals in CY 2021, highest since implementing Healthy Boiler Incentive
- Summary of expenses for 2021
  - Purdue medical spend: Vision \$1.6M; Inpatient \$26.2M; Outpatient \$43.7M Professional \$24.8M; Pharmacy \$21.1M; Dental \$2.6M; TPA Admin \$7.7M; Emp HSA \$9M; HR Payroll \$1.4M; CHL \$3.4M

- Employee spend: Professional \$14M; Outpatient \$8.7M; Pharmacy \$2.9M; Inpatient \$1.8M; Vision \$1M
- Approved changes for 2023 health plan:
  - No employee premium increase
  - Increase retiree premiums (5%)
  - Launch centers of excellence with Carrum Health
  - Expansion of CHL and Purdue Northwest
  - Direct agreement – colonoscopy
  - OTO Pilot – Telehealth
  - Medication therapy management – RFP
  - Prescription Benefit Manager Contract Renewal
  - Premier Plan - \$50 single/\$100 family increase deductible
- Not recommended for 2023:
  - Increase in working spouse premium; increase in tobacco surcharge; deductible and out of pocket increases; Further differentiation between Tier 1 and Tier 2 (all plans); cost share on preventative dental; cost share on vision, premium increase for active employees and long-term disability members
- A history of benefit changes from 2014-present was shared
- Healthcare Appreciation Award
  - All employees enrolled in a Purdue medical plan will receive a cash payment later in November 2022 equal to 2 months of the average employee premium in appreciation for their actions establishing Purdue as leader in delivering high-quality benefits with innovative population health solutions at the lowest possible costs. The average monthly active premium is \$102.
- All 2023 CDHPS offer:
  - No change in services covered
  - Nationwide network of providers
  - Free preventive care
  - Prescription coverage is same for all three medical plans
    - Generic preventive medications always covered 100%
    - \$10 or less generic non-preventive prescriptions after deductible
    - Pay the full cost for non-generic, non-preventive medications until your deductible is met
    - Classifications of medications determined by CVS Caremark
  - HSA with Purdue contributions
    - \$200 individual/\$400 family – guaranteed
    - \$450 individual/\$900 family – incentive to earn
    - HRS offered if ineligible for HSA
    - Contributions deposited in equal installments throughout the year
- Tiered Network
  - Tier 1 (HealthSync) – most affordable
  - Tier 2 (In-Network) – next best option
  - Tier 3 (Out-of-Network) – most expensive option

### **3:00 p.m. Item #7 – Subcommittee updates/future direction**

#### **CSSAC**

##### *Executive*

- New employee lunch
  - Have scheduled 3 dates so far
  - Service staff may not be able to get away for lunch. (30-minute lunch)
  - 10 signed up for next lunch
- Purdue social circle
  - In CSSAC Campus connection
  - Purpose: Introduce people across campus who have similar interests/hobbies

##### *Outreach & Education:*

One presentation in September and 2 more are scheduled

“Meet me at the union” for established employees who may have questions or want to become more aware of **CSSAC**

##### *Communications*

- November/December newsletters – celebration pictures; staff submit photos of their “celebrations” holidays, something fun (snowman competition).
- Will Share information about volunteering around holidays, light show
- Will advertise PEAP trips
- Union Christmas tree
- Movie nights a possibility

##### *PEAP*

- Colts ticket discounts
- Pacers Purdue Night is October 22
- Chicago trip is planned Dec 3
- CSSAC day at Exploration Acres was a success

##### *Professional Development*

- Accepting nominations for the Excellence Awards
  - One clerical, one service
- STAR program under development (take course to earn certificate)

#### **MaPSAC**

##### *Executive*

- Looking at executive secretary and/or parliamentarian role; LOD creating Teams space for transparency of role

##### *Membership and Communications*

- Need volunteer for newsletter profiles

##### *Compensation and Benefits*

- No report

##### *Professional Development*

- Theresa Mayer will be the Lovell Leadership Lecture Series speaker November 14 9:30-10:30 in Morgan 121
- Wrapping up Professional Development grant award selections

**Item 8 – Adjournment**

With there being no further business, Elizabeth Gray made a motion to adjourn; Dan Bollock seconded. Meeting adjourned at 3:30 p.m.

The next regular CSSAC meeting will be held November 8, 2022 via Teams