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 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
  o Have scheduled 3 dates so far
  o Service staff may not be able to get away for lunch. (30-minute lunch)
  o 10 signed up for next lunch

• Purdue social circle
  o In CSSAC Campus connection
  o 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
  o 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