MINUTES

SPCM Meeting Minutes of May

Members present: Christina Wagner, Francesca Seaman, Smita Rahman, Marcia McKellan, Patt Babington, Melanie Finney, VPAA

The central topic of discussion today regarded the LHD report on the review of the current Medical Plan. Michael Uiercefield provided a high level review of our current costs evaluated, including primary care provider usage, HSA incentive contributions, DePauw share and employee share of expenses among other metrics. General findings include:

- Enrollment in the health care plan has decreased likely due to a combination of factors including reduction in number of employees, the spouse carve out and employees electing for alternative insurance plans.

- DePauw's share of the plan expenses has increased while employee share has decreased likely as a result of the one time allowance of employee deductible and out of pocket incurred expenses from the transition to a calendar plan year from a fiscal plan year.

- While most employees did acquire some HSA incentive, the majority of employees did not acquire the full HSA incentive. It is recommended that focus be directed to figuring out how to increase full receipt of employee HSA incentives and employee participation. Two of the top five cost medical conditions were pointed out for future consideration. Musculoskeletal conditions are noteworthy because they may involve modifiable risk factors which, if adopted, could lower overall health expenses long term. Psychosocial support ranked third, which was noted as unusual as typically this category does not emerge in the top five for most companies. This prompted discussion of whether there is room for greater investment in psychosocial support or employees on campus.

Previously, faculty asked for more detailed and analyses of employee HSA incentive with information broken down by various sub categories, eg pay bands, etc. While LHD explored options for gathering this data, many questions that were requested to be stratified by income level or other socio-economic/demographics could not be calculated due to the fact that insurance data and employee data are maintained in two separate systems that currently cannot be combined.

Broader discussion of this report to all employees was discussed. All agreed that providing the report in a manner that can provide additional context with opportunities to ask questions would be preferable. Possibilities for dissemination included presentation by HR and LHD to faculty and employees in a couple fall sessions, eg following a faculty meeting, for multiple small sessions in the fall.