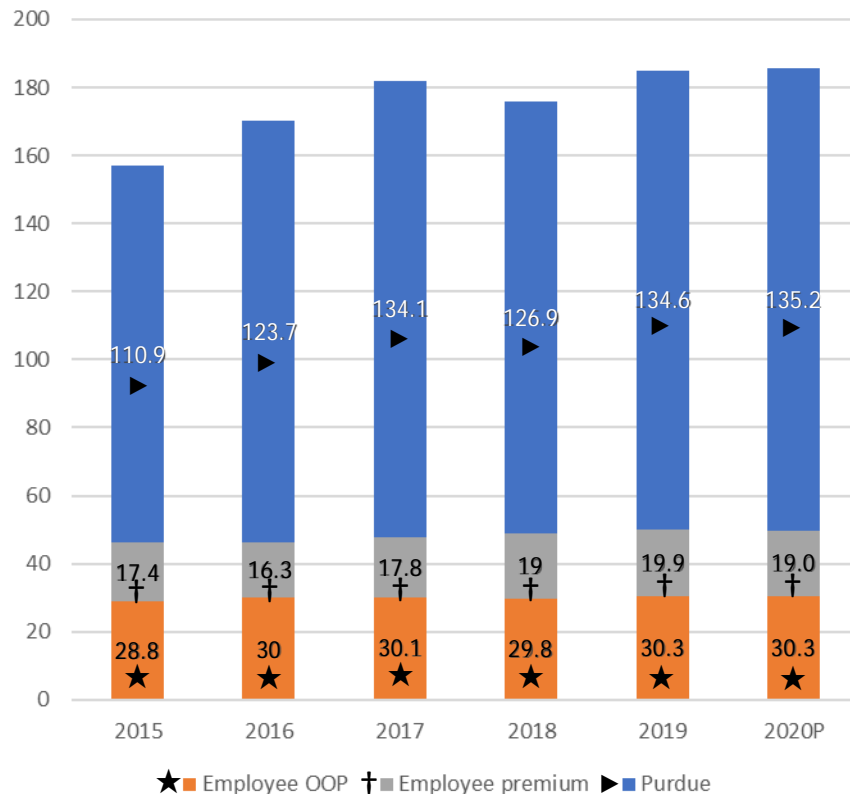


2021 Health Plans

Board of Trustees – August 7, 2020

Purdue Health Plans - Overview

Plan Demographics



12,718 active eligible employees

25,051 total members (employees, spouses, dependents)

48% single; 22% family; 14% employee + spouse; 16% employee + children

84% in HDHP; 16% PPO

483 employees moved from PPO to HDHP for 1/1/2020

54% annual physicals in CY 2019, compared to 42% average over previous 3 years

539 spouses left plan for 1/1/2020

History of Benefit Changes

2014

- Three plans (2 HDHP; 1 PPO)
- Anthem contract; savings used to reduce employee premiums

2015-2016

- No employee premium increases
- Added free preventive dental
- Added autism and bariatric

2017

- Mid-America contract for labs
- Imaging/radiology offered at PUSH
- Healthy Boiler provided additional financial incentives for wellness activities and education
- Employee premium increase (4%)

2018

- CVS contract for pharmacy administration
- Numerous measures to reduce administrative costs
- Employee premium increase (7%)

2019

- Deductible/OOP increases
- Prescription formulary change
- Employee premium increase (6%)

2020

- Sunset PPO medical plan (1/1/21)
- Working spouse premium
- Tobacco surcharge increase
- Direct provider agreements
- Tiered narrow network option

2021 Recommendations

Strategy	Plan Savings	Employee Savings
Medical Plans - Eliminate PPO; replace with 3 rd CDHP	X	
HSA Employer Contributions – Front load & Additional participants		X
Greater Lafayette Commerce – Network Offering	X	X
Prescription Drug Management – Specialty Rx within Medical	X	X
Direct Agreements – Physical Therapy, Specialty Rx, THTK	X	X
Vision Plan – Move to voluntary – no employee cost		X
Voluntary Dental – bring plan to benchmark		
Voluntary Benefits - Vendor Change and reduction in rates	X	X
Retirees – Increase premium and new eligibility rule	X	

Not Recommended for 2021. Consider in future years:

- Increase in Working Spouse Premium
- Cost share on preventive dental
- Cost share on vision plan
- Further expansion of HSA incentives/lowering base amount
- Premium increase for active employees and long-term disability members

Communication / Engagement

1. Stakeholder Engagement
 - Joint monthly meetings – MaPSAC, CSSAC, Faculty Benefits and Compensation Sub-Committee
 - University Senate – April 2020

2. Benefit Education Emails
 - First weekly email distributed on July 29
 - Focus first on what are consumer driven health plans, how do health savings accounts work
 - Subsequent topics on 2021 changes, details and information

3. Open Enrollment Support
 - Two weeks, includes two weekends
 - Virtual presentations coordinated with HR business partners and all major unit leaders
 - Virtual one-on-one counseling
 - Recorded presentation online, dedicated website and online guide

4. COVID Support
 - Protect Purdue Health Center – providing case management, testing and tracing services