

# Staff Congress Draft Minutes for May 17, 2023 118 Wells Hall and Zoom

**Present:** Marty Anderson, Christian Barnes, Dedrick Brooks, Duane Dycus, Jodi Hanneman, Orville Herndon, Joshua Hutson, Sondra Kreger, Trish Lofton, Jeremy McKeel, Audrey Neal, Kim Newbern, Tressa Ross, Matthew Todd, Brian Truskey, Dr. J. David Wilson.

Absent: Dr. S.G. Carthell, Russell Dunn, Marion Hale, Matthew Jones, Matt Purdy, Angela Richerson,

Guests: Dr. Jessica Evans, Staff Regent; Angela Guyton; Dr. Melony Shemberger, Faculty Regent.

CALL TO ORDER: Staff Congress President Trish Lofton called the meeting to order.

**<u>Staff Regent Report</u>**: Staff Regent Dr. Jessica Evans said the Board of Regents will meet on June 2. She anticipates the agenda will be available within the next two weeks.

**Faculty Regent Report:** Dr. Melony Shemberger reported that commencement exercises were held during the previous weekend. Nearly 1,700 applicants for spring and summer graduation will have their degrees conferred at the June meeting of the Board of Regents. Orientation for new faculty is scheduled for August 8 and 10, in Alexander Hall and via Zoom.

## APPROVAL OF MINUTES:

<u>March 2023 Minutes</u>: Orville Herndon noted a correction under Unfinished Business, Staff Congress Representation—Proposed Bylaws Revisions. In paragraph 3, the last sentence, "The motion carried." should be corrected to read as follows. "More than two-thirds of the members present and/or on Zoom voted to adopt the amendment. The motion passed without opposition."

Paragraph 4, the last sentence, "The motion carried." should be corrected to read as follows. "More than two-thirds of the members present and/or on Zoom voted to adopt the amendment. The motion passed without opposition."

Paragraph 5, the last sentence, "The motion carried." should be corrected to read as follows. "More than two-thirds of the members present and/or on Zoom voted to adopt the amendment. The motion passed without opposition."

A copy of the corrected minutes will be included with the approved Bylaws amendments for presentation at the Board of Regents meeting. Orville Herndon made a motion to approve the March minutes as corrected. Jeremy McKeel seconded, and the motion carried.

April 2023 Minutes: Sondra Kreger noted the following corrections.

On page 1, in the report from Jordan Smith, Director, Government and Institutional Relations, paragraph 2, in sentence 5 "city policy" should be corrected to "city police".

On page 3, in the report from Faculty Regent Dr. Melony Shemberger, sentence 2, "...Sondra Kreger at Breathitt Veterinary Center and Tracie Jenkins and Dr. Debbie Reed at the Hutson School of Agriculture..." should be corrected to read as follows.

"...Sondra Kreger, Tracie Jenkins, and Dr. Debbie Reed at the Breathitt Veterinary Center..."

Brian Truskey made a motion to approve the April minutes as corrected. Tressa Ross seconded, and the motion carried.

<u>APPROVAL OF TREASURER'S REPORT</u>: The April 2023 Treasurer's Report will be presented at the June 2023 Staff Congress meeting.

## **STANDING COMMITTEE REPORTS:**

**Executive Committee:** Trish Lofton said at its May 2023 meeting, the Executive Committee discussed the Budget Advisory Committee and Town Hall Meetings held in April. The committee discussed the remote and flexible work policy that passed the University-wide Faculty and Staff Insurance and Benefits Committee. The committee discussed ideas for the next academic year.

<u>Credentials and Elections Committee</u>: Orville Herndon said that David Shelton, a write-in candidate in the General/Facilities Management Category in the April 2023 Staff Election, has accepted election to Staff Congress. Mr. Shelton's term will begin in July. At the April Staff Congress meeting, issues with voting in the Staff Congress Election were discussed. Mr. Herndon asked that anyone who experienced issues with voting in the election notify him or members of the Credentials and Elections Committee. In 2024, the Staff Congress Election and Staff Regent Election will be held.

President Lofton thanked the committee members for all the work they have done this year.

<u>Staff Recognition and Special Events Committee</u>: Audrey Neal reminded staff that the Staff Appreciation Breakfast will be held on May 18, from 8:30 to 10:30 a.m., in the Waterfield Breezeway. The Staff Recognition and Special Events Committee will be evaluating the effectiveness of messaging campaigns that request nominations for the Philip R. Schooley Staff Excellence Awards.

<u>Communications Committee</u>: Jeremy McKeel reported that no nominations have been received for the Staff Excellence Awards. Nominations are due September 30. A new nomination form will be developed. The committee will discuss ways to communicate the request for nominations.

## Working Conditions Committee: No report.

**Staff Survey Committee:** Audrey Neal reported that the Staff Survey Committee read and summarized all of the responses received on the Staff Survey. She thanked the committee members for their work. The committee presented the responses and resulting recommendations to the Staff Congress Executive Committee. Ms. Neal reviewed some of the most frequently listed concerns from the survey: workplace bullying; cost-of-living adjustment; merit pay; restoring tuition waivers; staff orientation; opportunity to meet administrators more often than only at annual budget presentation; requests that staff be informed of which vice presidents oversee their departments; requests for compensation for extra work done when vacated positions are not filled; pay increases for longevity; promotion opportunities; and compensation for obtaining further education. The recommendations from the 2021 and 2022 Staff Surveys were included with the information the Executive Committee was given from the 2023 Survey. The recommendations will be assigned to Staff Congress Committees in the next academic year.

An inclement weather work policy is not addressed in the flexible/remote work policy. Regarding the Compensation Study, the committee recommends that the Staff Congress representatives and Staff Regent be able to view the raw data in addition to the summary report of the Compensation Study.

President Lofton thanked the committee members for their work. At the June Staff Congress meeting, Staff Congress will discuss the 2022-2023 Staff Congress Goals and Objectives to determine what has been completed and if any additional followup is needed. A mid-year review of the Goals and Objectives was discussed at the January 2023 Staff Congress meeting.

Discussion followed about releasing to staff the year-end review of the Staff Congress Goals and Objectives. Also discussed was the possibility of preparing a Staff Congress annual report and posting the report on the Staff Congress web page as well as sending it to staff.

Staff Regent Dr. Evans said she has requested that the Staff Survey presentation be included on the agenda for the June meeting of the Board of Regents.

## Textbook Scholarship Committee: No report.

**Personnel Policies and Benefits Committee:** Marty Anderson said that at the December 14, 2022 Staff Congress meeting, he reported that the Personnel Policies and Benefits Committee had presented to Human Resources information regarding updating the policy that addresses compensation for callbacks and working outside of the employee's scheduled work hours. Human Resources was in the process of reviewing similar polices from benchmark universities. The callback policy overlapped with the remote and flexible work policy but was ultimately not included in the proposed Flexible Work Arrangements Policy approved by the University-wide Faculty and Staff and Insurance and Benefits Committee. Mr. Anderson asked that the callback policy be brought to Staff Congress for further discussion.

President Lofton responded that she asked earlier today about the status of the callback policy. She was told that the policy is being reviewed by Human Resources being and is being compared with similar policies of other universities. Ms. Lofton said she is willing to present the policy to Staff Congress again.

Mr. Anderson gave an overview of the callback policy and similar policies of other universities.

President Lofton said the policy will be sent to Staff Congress members for further discussion.

## Diversity, Equity, and Inclusion Committee: No report.

## **UNIVERSITY-WIDE COMMITTEES:**

**Faculty and Staff Insurance and Benefits Committee:** Orville Herndon presented insurance costs that were discussed at the May 19 meeting of the Insurance and Benefits Committee. At its meeting on June 13, the committee will begin discussions for 2024 health insurance. Staff may email him with concerns and questions about 2024 health insurance. The proposed Flexible Work Arrangements Policy has been forwarded to the Board of Regents for approval. Staff Congress members' concerns and questions about the proposed policy were presented to the Faculty and Staff Insurance and Benefits Committee.

Phase 1 of the Wellness Plan will end on May 31. Participation in Hinge Health has been approved for the Wellness Plan. Mr. Herndon explained that the university cannot provide use of the Wellness Center as a free benefit to employees, however, employees who participate in the Wellness Plan may use the Wellness Center as a taxable benefit.

President Lofton said the Staff Survey received comments from staff asking about using the Wellness Center as an employee benefit. Staff have noted that other universities provide employees with a wellness center benefit.

Mr. Herndon replied that due to the agreement for the naming of the MSU Wellness Center, the university cannot provide employees with use of the Wellness Center as a free benefit.

Discussion followed. The question was asked about an alternate plan for staff who are unable to visit the Wellness Center as often as the Wellness Plan requires due to events that restrict parking access to the facility. Staff have commented that parking for the Wellness Center is blocked due to events at the CFSB Center. This affects staff members' ability to use the Wellness Center after work hours and therefore affects their ability to meet the minimum number of Wellness Center visits required for the Wellness Plan. Staffing issues and pool closures at the Wellness Center also affect the ability of staff to use the facility.

Discussion included a request for tiered parking fees in the way that Wellness Center member fees are tiered based on salary.

Intercollegiate Athletic Council: No report.

Naming Campus Facilities Committee: No report.

Judicial Board: No report.

Sick Leave Appeals Committee: No report.

International Studies Advisory Committee: No report.

Budget Advisory Committee: No report.

Shared Governance Committee: No report.

Parking Advisory Committee: No report.

## AD HOC COMMITTEES:

**Business List Revision Committee:** President Lofton asked that business discount information be sent to Jodi Hanneman, Chair of the Business List Revision Committee. Especially needed are discounts for businesses in the extended campus communities.

## **UNFINISHED BUSINESS:**

<u>Staff Congress Representation--Proposed Bylaws Revisions</u>: Orville Herndon reported that the Credentials and Elections Committee has worked with Jackie Dudley and Sharion Meloan in the Office of the Vice President of Finance and Administrative Services and with University Counsel Rob Miller regarding the Staff Congress proposed Bylaws revisions that were approved at the March 2023 Staff Congress meeting. The total number of Staff Congress members will be 18, with the category assignments being assigned internally by Staff Congress. After the Bylaws revisions have been approved by the Board of Regents, the Staff Congress Credentials and Elections Committee can revise the category assignments.

## NEW BUSINESS: None.

## **Information Items:**

President Lofton said that she works with Great Beginnings which uses an app. She explained that apps cannot be purchased with p-cards. Regardless of the cost of the app, departments must submit an invoice through Banner.

The next Staff Congress meeting will be held on June 21, at 1:30 p.m., in Wells Hall, room 118, and online.

Adjournment: Joshua Hutson made a motion to adjourn. Jeremy McKeel seconded, and the motion carried. The meeting was adjourned.

#### Historical Trend Comparison

Historical Trend Comparison							
Year	2018	2019	2020	2021	2022	2023 YTD	
Medical Claims	\$7,797,013	\$7,212,171	\$6,322,682	\$7,881,296	\$10,825,827	\$1,932,800	
Stop Loss Reimbursements	-\$236,971	-\$103,822	-\$543,117	-\$744,463	-\$2,669,590	\$0	
Net Medical Claims	\$7,560,042	\$7,108,349	\$5,779,565	\$7,136,833	\$8,156,237	\$1,932,800	
Rx Claims	\$3,427,329	\$3,361,459	\$3,274,984	\$3,061,409	\$3,565,300	\$973,072	
Rx Rebates	-\$806,950	-\$817,749	-\$871,541	-\$860,002	-\$1,099,316	-\$273,317	
Net Rx Claims	\$2,620,379	\$2,543,710	\$2,403,443	\$2,201,407	\$2,465,984	\$699,755	
Net Medical and Rx Claims	\$10,180,422	\$9,652,059	\$8,183,008	\$9,338,240	\$10,622,221	\$2,632,555	
Enroliment	1,161	1,085	1,034	986	962	970	
Net Medical PEPM	\$542.56	\$546.00	\$466.02	\$603.28	\$706.29	\$664.42	
Net Rx PEPM	\$188.06	\$195.38	\$193.79	\$186.09	\$213.54	\$240.55	
Total PEPM	\$730.62	\$741.38	\$659.81	\$789.37	\$919.83	\$904.97	
Trend	10.4%	1.5%	-11.0%	19.6%	16.5%	-1.6%	

Claims Distribution by Medical Spend							
	2018	2019	2020	2021	2022	2023 YTD	
\$0 - \$999	4.8%	4.1%	6.1%	4.3%	3.3%	7.9%	
\$1,000 - \$9,999	21.0%	21.1%	19.4%	19.6%	14.1%	20.7%	
\$10,000 - \$99,999	42.8%	44.2%	38.2%	32.7%	28.8%	51.2%	
\$100,000 +	31.4%	30.5%	36.3%	43.4%	53.8%	20.2%	

Medical Claims Spent by Condition							
Condition	2018	2019	2020	2021	2022	2023 YTD	
	Rank	Rank	Rank	Rank	Rank	Rank	
Neoplasms - Malignant	1	1	1	1	1	1	
Musculoskeletal System	4	2	4	3	5	2	
Health Status	2	3	3	2	3	3	
III-Defined Conditions	7	5	6	4	7	4	
Genitourinary System	8	8	7	7	6	5	

#### Comments

- 1. The trend for the first three months of 2023 was -1.6%. The reduction is mostly driven by improved medical experience, which saw a 6% reduction. Rx claims saw a 12.7% increase which was offset by the favorable medical experience.
- 2. While the trend reduction is a favorable result, per capita claims are still higher than they were in 2021.
- 3. The first three months of 2023 saw a decline in medical spend at inpatient, outpatient and professional settings. This represents a return to normal claim levels.
- Emergency room spend increased 32% and was driven by both an increase in the number of visits and the average spend per visit. This may normalize as the year progresses.
- 5. Cancer continues to be the highest condition based on medical spend.
- MSK conditions have consistently shown up in the top 5 conditions in terms of spend. The Hinge Health program should help to reduce spending in this category.



#### Prescription Drug Detail

Key Prescription Drug Metrics							
Condition	2018	2019	2020	2021	2022	2023 YTD	Peer Benchmark
Plan Cost PMPM	\$115.74	\$120.31	\$134.06	\$136.64	\$157.04	\$172.47	\$181.85
Specialty Rx %	54.5%	51.4%	52.8%	55.0%	53.8%	54.3%	48.9%
Generic Dispensing Rate	87.6%	87.6%	88.9%	85.9%	87.1%	86.8%	80.8%
% of Members Utilizing	84.8%	84.7%	80.1%	88.2%	88.1%	59.7%	N/A
Scripts PMPM	1.15	1.17	1.12	1.22	1.29	1.21	0.89
Formulary Compliance	98.4%	98.4%	98.3%	98.8%	98.6%	98.5%	89.1%

\*College and University benchmark.

Brand Name	Specialty	Indication	Ros	Plan Cost	
Humira	Yes	Inflammatory Conditions	26	\$183,062	
Promacta	Yes	Blood Cell Deficiency	3	\$75,435	
Rydapt	Yes	Cancer	3	\$45,914	
Stelara	Yes	Inflammatory Conditions	2	\$44,472	
Ozempic	No	Diabetes	29	\$38,149	
Mounjaro	No	Diabetes	20	\$23,397	
Dupixent	Yes	Skin Conditions	9	\$21,962	
Humalog	No	Diabetes	19	\$21,228	
Enbrel	Yes	Inflammatory Conditions	4	\$21,025	
Wegovy	No	Weight Loss	19	\$20,932	

#### Comments

- 1. For the first three months of 2023, plan cost PMPM increased 9.8% from 2022 (this figure does not account for rebates).
- The 2023 PMPM cost is 5.2% lower than the peer benchmark even though the scripts PMPM and specialty drug percent are higher than the benchmark. This is in part driven by higher generic dispensing and formulary compliance rates.
- 3. 3 of the top 10 drugs (Ozempic, Mounjaro, and Wegow) are seeing increased utilization due to their success in weight loss. Ozempic and Mounjaro are medications for diabetics that have been used off-label, while Wegovy contains the same active ingredient as Ozempic but is marketed specific for weight loss. ESI has implemented controls to ensure proper utilization of these costly drugs.
- 4. 5 of the top 10 drugs during the first quarter of 2023 were also on the 2022 top 10 drug list.

