

HCAC MEETING SUMMARY

February 20, 2020

Dental

Dr. Nicollette Powe asked Suzanne Smith and Ruth Palick, who are faculty members with YSU, to present input about current coverages in the dental plan offered to employees, specifically the bitewing x-rays and full mouth x-rays. YSU dental coverage allows two time per years and full mouth x-rays every three years. Through their experiences with dental plans, coverages for these services range from x-rays every 6-12 months and to x-rays one every 24-36 months. In review out the YSU plan offered to employees, we are in line with industry standards and the plan meets the dental needs for employees. They recommended no changes at this time for the coverage for x-rays.

Mercy at Wick

Joy Polkabra-Byers asked Colleen Hubinsky, manager at Mercy @ Wick, provide an overview of the services that Mercy. A doctors and a nurse practitioner is available to see both student and employees but the nurse practitioner cannot see patients below the age of 13. Walk-ins are welcome for any requiring medical service. There is a psychiatry service available for 8 hours per week (Monday and Friday, 4 hours each day).

Mercy @ Wick does accept workers compensation claims however the facility does not have x-ray capabilities. Employees would have to go to the main campus for this service.

Contraception for students can only be provided through medical necessity since Mercy is faith based. There are ten locations across campus that can provide student with condoms.

Upon Mercy's one year anniversary, YSU will be evaluation the student utilization of the services at Mercy.

Mercy is in network with YSU employers sponsored healthcare coverage through Medical Mutual of Ohio.

Health Plan Reporting:

Medical

Dave Barchet from Findley presented monthly financial and utilization reviews to the committee members through January 2020. He provided an update on medical/pharmacy claims cost and large claims summary to date, starting with the plan year of 7/1/2019.

Dave updated the committee on the Medical/pharmacy RFP status. The RFP analysis is ongoing with the information that the RFP participant submitted. A final decision will be made by the end of April however a recommendation is to award the contract to MMO for both medical and pharmacy.

Findley and his team will begin to review the cost projection from 7/1/2020. Over the past 4 years, there is a steady increase to the rates; 2016 4.43% increase, 2017 2.63% increase (HDHP plan added), 2018 5.49% increase and 2019 8.66% increase. The estimate for 2020 will be 8-10% increase.

Medical Mutual of Ohio:

Stephanie Mueller was asked to provide information to the committee regarding the difference between emergency rooms, urgent care and convenience clinic and the utilization of YSU employees.

Stephanie presented to the committee members the current coverage levels for each of these services and the reasons employees are utilizing each of these services. MMO is implementing an ER campaign "Know Before You Go" to encourage employees how to best use their coverages and to help reduce employee cost. Information will be mailed out to employees address within the upcoming months to provide additional education of the ER's, urgent cares and convenience clinics.

Wellness:

Carrie Clyde, Wellness Coordinator for YSU, is currently in the "29 Days of Kind" program that she implement for the month of February. The program is to encourage employees to be more aware the struggles other employees are having in their personal and work life and to encourage kindness.

Carrie will be implementing the Physicians Form for 2020. The form allows employees to visit their personal physician and receive a well check. Employee then can remit and obtain the incentive points without attending the health screen. This was implement effective February 1, 2020

The annual wellness survey was sent out to employees and everyone is encouraged to respond. The information is necessary to know the interests of the campus community and what programs or speakers to schedule.

March the Joanie Abdu mammogram van will be on campus.

American Heart Association is conducting their Blood Pressure Check campaign for employees and students. The locations were changed to try to increase visibility and traffic.

The Relay for Life will be held on campus on April 18 and the upcoming walking challenge will begin. Watch your emails for more information.

New Business:

Joy provided pamphlets and reminded the committee about additional payment options for Summer Camps 2020. She asked the committee to help spread the word about the camps.

Joy also reviewed and provided information about the childcare services offered on campus through Wee Care Day Care.

Committee Update:

Steven Reale – OEA Union President will be the co-chair of the HCAC committee along with Cynthia Kravitz, CHRO. Rebecca Curnalia was selected as the second OEA voting member.

The meeting adjourned at 3:24 pm.