

**Senate Benefits and Welfare Committee
University of Pittsburgh
Minutes of April 9, 2013, 2013 Meeting**

9:00-10:30am, 403 Salk Hall (Dean's Conference Room)

Attendees: Elected; Roger Flynn, Judith Lave, Angie Riccelli, Eleanor Schwar, Sachin Velankar
Appointed; Lucy Cotter, John Kozar, Ron Frisch, Carey Balaban

Absent: Elected; Colleen Cully, Sandra Founds, Irene Kane
Appointed; Julie Hallinan, Elizabeth Richey, Belinda McQuaide, Nancy Gilkes, Alan Meisel, Anna Roman,
Linda Tashbook, Harvey Wolfe

Guests: Bridget A. Hensel, Client Manager, United Concordia

Topic	Discussion	Action to be Taken
Call to Order	Angie Riccelli reported that Jim Holland formally resigned from the committee. Angie read his letter of resignation. His efforts on behalf of the faculty, staff and students were recognized and greatly appreciated.	Informational
Committee Business	Minutes from March? 2013 meeting were approved as distributed.	
Benefits Office Report (J. Kozar)	<p>John Kozar discussed the possibility of integrating phone apps. Usage is being investigated and vetted. John reported that the Benefits office has experienced internal employee turnover. Two benefit representatives and one benefits supervisor have been hired; The Department is now fully staffed.</p> <p>John reported that open enrollment is coming up. Open enrollment will start a week later this year. It should begin on April 24th. Packages will be mailed by April 22nd. Open enrollment was moved back one week due to the Health Care Reform issues and a new PPO program that will be introduced. Instead of the usual three week open enrollment period, it will extend to a fourth week this year.</p> <p>J. Lave asked about the difference between medical and behavioral health benefits. John responded that the university's fee for behavioral health is lower than most. The behavior health copay is equal to that of the PCPs.</p> <p>It will cost the University over 2 million dollars a year for one aspect of Health Care Reform involving the Transition Reinsurance Fee. The University along with other</p>	Informational

	<p>employers will pay a fee for funding the stop loss coverage for the public exchanges. Although the University is paying for this provision it does not benefit employees directly. The University must also pay the PCORI fee that will cost roughly \$28,000 in FY13 and double in future years. PCORI is the Patient Centered Outcome Research Institute Trust that collects the funding and distributes monies for research on improving health care delivery.</p> <p>The additional fees not only impact active faculty and staff coverage but student health insurance and athletic insurance rates</p> <p>Due to the issues related to unemployment issues and cancellation or cutbacks in medical coverage, employees are enrolling their family members in University coverage. This increases the number of members that the university is providing health care coverage, with a resultant increase in cost for the university. Cost for a 12 month period is 2.8 to 3 million dollars per year.</p>	
Topic	Discussion	Action to be Taken
<p>Bridget A. Hensel, Client Manager, United Concordia</p>	<p>Bridget Hensel reported that United Concordia has:</p> <ul style="list-style-type: none"> • 6 million members worldwide, 26K clients • 25 US offices • offers free dental outreach to low income populations • offers faculty/staff—3 plans, one HMO (60% choose, lowest cost if you find a provider you like), 2 PPO plans (about 40%) <p>Dental plan is fully employee paid, is a voluntary program, and is very popular (about 75% of employee subscribe to the plan). Many Pitt faculty/staff (about 50% of those who participate) seek care from University Dental Health Services (faculty practice, located on 3rd floor of Salk Hall) and the Dental School (students provide care and are supervised by faculty) which offers less expensive “Access” services.</p> <p>The PPO network has more than 9000 practicing dentists in PA. PPO plans have annual maximum. Cosmetic services are not covered: Teeth whitening is considered a cosmetic service, thus, not covered by PPO.</p> <p>Security issues: United Concordia works to limit SSN use and keep data secure.</p> <p>The plan has a website www.UnitedConcordia.com with a phone application and a free game for kids in addition to offering multiple informative categories; one of which is “oral health information” that includes “what happens to your teeth when you chew</p>	<p>Informational</p>

	<p>ice”, “tobacco cessation”, etc. One can elect to get paperless explanation of benefits (EOB). Providers can also use website.</p> <p>Over last 50 years, dental care has shifted from therapeutic focus to a greater focus on preventive care.</p> <p>Concordia offers (although Pitt has not subscribed to all of these) options with additional cleaning during pregnancy and/or enhanced prevention for those with a history of dental disease, also the option of individual plans.</p> <p>B. Hensel reported that Dr. Marjory Jeffcoat, University of Pennsylvania, conducted a study which apparently showed that periodontal maintenance was a beneficial aspect in arresting periodontal disease. Specific reference was not provided.</p>	
Unfinished Business	A. Riccelli thanked the members of the committee for their contributions and feedback. The meeting minutes will be distributed electronically for approval.	Meeting minutes will be distributed electronically.
Adjournment	A. Riccelli adjourned the meeting at 10:30 AM	