

Senate Benefits and Welfare Committee -University of Pittsburgh
Minutes of April 19, 2022 10:30-Noon via Zoom
Well and Farewell

Attendees:

Tashbook, Kane, Riccelli, Meislik, Kozar, Coldren, Dick, Mitchell, Fort, Gallaher, Wolfe, Prasad, Kear, Velankar

Guest Speakers: Kenyon Bonner, Ashley Boykin, Tim Irvin, Melissa Kluchurosky, Jill Krantz, Anastasia Dubnicay

Other attendees: Jay Darr, Carla Panzella, Shannon Wells, Marty Levine

Minutes taken by: Linda Tashbook

Topic	Discussion	Action to be Taken
Committee Business	<p>LT has contacted the elected members to invite them to Chair this committee next year. In honor of John Kozar’s retirement from his job as Assistant Vice Chancellor for University Benefits and recognizing that this was his last meeting with the Benefits and Welfare Committee, we ended the meeting with a series of toasts to him thanking him for his years of humble, tactical, generous, and thoughtful service and wishing him all good things in retirement.</p>	
Benefits Report	<p>Open enrollment https://www.hr.pitt.edu/open-enrollment runs from April 27- May 25, 2022. -- Virtual information session April 28 at 10:00 a.m. Register here www.hr.pitt.edu/oe-webinar. -- In-person information session May 3 at Noon in University Club Ballroom A -- Faculty and staff can always call 833-852-2210 or write to https://www.hr.pitt.edu/contact.ohr for a personal conversation about their own benefits arrangements.</p> <p>We have new voluntary benefits available during this open enrollment period:</p> <p><u>Supplemental MetLife Medical Coverage</u> which you arrange through Pitt Perks. It will cover some otherwise not covered costs associated with critical illness, accidents, and hospital indemnity. The example we considered was a patient with a condition requiring multiple visits to a specialist during the coming year. The co-payments owed to the specialist would be covered by this supplemental medical insurance. Benefits is offering a webinar about these supplemental medical benefits on May 5 at 10:00 a.m. Register here www.hr.pitt.edu/oe-metlifewebinar .</p>	

	<p><u>Green Path Financial and Debt Coaching Services</u> This is a no-cost one-on-one confidential service that will result in a personalized plan for managing savings and/or debts. Read more at www.hr.pitt.edu/greenpath.</p> <p>Our UPMC Health Plan insurance coverage will not change this year, but the premiums are going up. For individuals with Panther Gold, the increase will be \$3 per month. For families with Panther Gold, the increase will be \$19 per month.</p> <p>The optional dependent life insurance coverage tiers are increasing with the reality that families simply need much higher payouts than they used to. The impact on our already low rates is very minimal though.</p>	
<p>Forthcoming Recreation Center (Kenyon Bonner, Jill Krantz, Anastasia Dubnicay)</p>	<ul style="list-style-type: none"> ■ Architectural drawings are up for approval. This building will be LEED certified with a green roof and lots of natural sunlight inside and all possible sustainability practices observed. It will be across O’Hara Street from the Engineering School—where LRDC and a parking garage used to be. ■ Because it will be built into a hillside, the building will have a first floor entrance on O’Hara St. and a 5th floor entrance in the back. ■ Facilities will include food services, private lactation space, assorted wellness support services, meditation space, various gyms and weight rooms, an elevated running trail over and around the large gym, and a swimming pool. ■ A large locker room will include private changing rooms, some with sinks and toilets, and some with showers, as well. This large locker room will not be gender specific, but in accordance with county and state regulations, there will be small separate changing and showering areas designated for male and female genders. The planning committee looked at usage data and comparative data at other institutions’ comparable facilities to ascertain how many lockers, changing rooms, showers, etc... to install. ■ All of the spaces in this building are meant to be shared by students, faculty, and staff together. ■ This building is meant to replace the Trees Hall Weight Room, the Baierl Student Recreation Center at the Petersen Events Center, the William Pitt Union Fitness Center, and the gym at Bellefield Hall. 	<p>Send questions and comments to Kenyon Bonner. ViceProvostSA@pitt.edu</p>
<p>--Wellness Resources from UPMC</p>	<ul style="list-style-type: none"> ■ Remember that you can contact our Health Coach with questions or to arrange visits to your department. mailto:bewell@pitt.edu 	<p>https://www.hr.pitt.edu/current-</p>

<p>Work Partners (Ashley Boykin)</p>	<ul style="list-style-type: none"> ■ The Wellness for Life program helps you get on track with “positive lifestyle activities and choices.” This program includes various Wellness Incentives (i.e. financial credits that can be used for copayments and health related purchases in the same way as Flexible Spending Account dollars are used). ■ The My Health at Work Center is a medical office that can help with minor injuries and illnesses and some health maintenance routines such as allergy shots. Due to COVID, it’s not exactly available for drop-ins right now. Schedule an appointment (typically same day) at https://outlook.office365.com/owa/calendar/MyHealthWorkPittClinicScheduling@upmchs.onmicrosoft.com/bookings/ or call 412-647-4949. Records from treatment at this Oakland campus center will become part of your medical record if you are a UPMC patient. 	<p>employees/work-life-balance/wellness-for-life</p>
<p>--Retiring Well- New Target Date Fund (Tim Irvin, Melissa Kluchurosky)</p>	<p>The Benefits Office, working with Pitt’s Retirement Oversight Committee and our investment advisory firm, CAPTRUST, is considering adding a new Target Date Fund for Pitt faculty and staff. This new fund can replace the two separate funds that distinguished between Vanguard investments and TIAA investments. It will combine investments from multiple companies, include lifetime income payout options, and will have a lower expense ratio. The Faculty Assembly, Staff Council and Senate Council will consider the fund at future meetings. Here is an introduction to target date funds from the CAPTRUST Website:</p> <p>“A target date fund pursues a long-term investment strategy, using a mix of asset classes (or asset allocation) that the fund provider adjusts to become more conservative over time to account for factors that affect an investor’s risk profile. These are things like a shorter time horizon, fewer chances to make contributions to savings, and sensitivity to capital market swings. The asset allocation path that the target date fund follows to become more conservative over time is known as a glide path.</p> <p>While glide paths differ based on the assumptions and calculations providers use in designing their funds, all target date fund glide paths provide for more exposure to equities for younger investors and more exposure to fixed income and cash for investors near retirement.”</p> <p>https://www.captrustadvice.com/target-date-funds-and-your-retirement-planning/</p>	<p>This is the sort of topic you would discuss in a session with a Benefits Specialist or hear about at open enrollment sessions.</p>
<p>Adjourned</p>	<p>12:03</p>	