

**Senate Benefits and Welfare Committee
University of Pittsburgh
Minutes of May 8, 2014**

9:00-10:30am, 403 Salk Hall

Attendees: Elected – Roger Flynn, Angie Riccelli Linda Tashbook

Appointed: Elizabeth Bilodeau, John Kozar, Alain Meisel, Jane Elizabeth Ritchey, Michael Wahl, Harvey Wolf

Excused: Colleen Culley, Ron Fritch, Sandra Founds, R. Donald Hoffman, Irene Kane, Belinda McQuaide, Anna Roman, Eleanor Schwarz, Sowmya Sanapala, Sachin Velankar

Invited Guests: Lorie Carnvale, Marty Levine

Presentation: Retiree Benefits

John Kozar

Office of Human Resources, Benefits Department

Topic	Discussion	Action to be Taken
Call to Order	The meeting was called to order at 9:05.	
Committee Business	<p>One correction to the minutes was noted. Jane Elizabeth Ritchey was present at the March 18th meeting. Meeting minutes will be corrected to reflect Jane Elizabeth's attendance.</p> <p>Angie Riccelli updated the committee on B & W election results – Colleen Culley, Angie Riccelli and Sachin Velankar were re-elected to another 3 year term.</p> <p>The Benefits and Welfare Committee members present at the May 8th meeting voted Angie Riccelli to remain as chair of the committee for the AY '14-15.</p> <p>Discussion ensued about the registration for the wellness program and the ability to accept other payment methods. Next year's plan is to promote Fitness for Life program & Corporate Challenge. Blue Cross has Silver Sneakers. UPMC had Silver & Fit. Limited access to fitness facilities was an issue. This year Silver and Fit was dropped but, \$250 allowance per year can be directed toward a fitness program. It was noted that at Bellefield facility there are 5 free lockers. Individuals fail to empty the locker</p>	<p>Informational</p> <p>Angie Riccelli elected to serve as chair for the AY '14-15</p> <p>Informational</p>

	<p>after each session; thus, limiting the “free locker” availability. Question how to address the issue.</p>	
<p>Benefits Office Report (J. Kozar)</p> <p>Retiree Benefits Presentation- John Kozar</p>	<p>John reported that during open enrollment period 500 attended the benefits fairs. May 14 open enrollment ends. There was good attendance in spite of no major benefits changes. Also, regional campuses have been visited.</p> <p>Letter from Unum regarding long term care and the rate increase, was a point of discussion. Faculty and staff have until late October to return form indicating they no longer wish to participate in long-term care. If one drops the benefit, only the premiums paid into the account will be returned to the member. Additional notifications will go out in subsequent years during July; the increases will be 25% the first year, 25% in year two, and 20% in year three. Other long term care plans were discussed. Rates with other plans would be based on the person’s age at the date of enrollment. Other options are not attractive either.</p> <p>John presented information on retiree benefits. For full-time faculty and staff hired prior to July 1, 2004, meeting the age of 62 was the only requirement. From July 1, 2004 and forward, full-time faculty and staff must meet the age and service requirement. They must be a minimum age of 62 and have age and service equal to or greater than 85 points.</p> <p>For pre-65 retirees, medical, dental and vision coverage are the same as active faculty and staff. The cost share is also the same. However, faculty and staff that have access to other coverage may instead elect to receive defined dollar benefit (DDB) credits in lieu of coverage. Basic life insurance for retirees is \$1,500 for each year of service up to a maximum of \$15,000. Optional life insurance can be ported without completing a statement of health form or physical. Reductions in the amount a retiree can purchase apply after age 65.</p> <p>At 65 the benefits coordinate with Medicare. There are several plans that are HMO’s and PPO’s and are classified as Medicare Advantage plans or Medicare replacement plans. Other plans offered coordinate with Medicare.</p> <p>United Concordia dental is offered to post-65 retirees. About 40% of retirees elect to enroll in the dental plan. Davis vision also offers a plan for post-65 retirees.</p>	<p>Informational</p>

	<p>Coverage for surviving spouses will continue for 3 months following the death of a spouse. Any DDB credits in the spouse's account may be used until depleted.</p> <p>http://retiree.hr.pitt.edu/ is the site to find detailed information on retirement.</p> <p>Medicare Part B should be applied for approximately two months prior to retirement. If one is working at the University at over 65, there is a form for one to fill out. There is a special enrollment to verify that the individual has active coverage.</p> <p>Can DDB purchase another policy? Yes. It can purchase a supplemental plan. Member would submit the receipt for reimbursement if they purchase a plan that is not sponsored by the University. The credits may also be used to pay for their University sponsored programs.</p> <p>If one is enrolled in the HMO program, the member has to be a PA resident, and in network coverage is not provided if the member lives outside of PA. With the Highmark PPO plan, the member has in network coverage if they live out of state and in many of the areas in which there is a Blue Cross network.</p> <p>Discussion on mental health as a topic for next year ensued. Co-pays for mental health coverage cannot be any greater than most common co-pay (primary care office visits). No limit on visits. Development of a flyer on mental health benefits was presented by Linda Tashbook.</p> <p>Other topics that could be addressed were addiction and services provided by the Center for Patients with Special Needs at the School of Dental Medicine.</p> <p>Physical & Rehabilitation Sciences- another possibility to present next year.</p>	
Unfinished Business	Angie asked the committee members to consider topics to be considered for next year's agenda. Angie thanked the committee for their feedback, ideas, support.	
Adjournment	Meeting adjourned at 10:25am	