

**Senate Benefits and Welfare Committee
University of Pittsburgh**

**Minutes of April 18, 2012 Meeting
9:00-10:30am, VB CICL Multipurpose Room**

Attendees: Elected: Sandra Founds, Irene Kane, Judith Lave, Emilia Lombardi, Lara Putnam, Angelina Riccelli, Robert Robertson, Sachin Velankar;
Not present: Colleen Culley

Appointed: John Baker, Elaine Devlin, Nancy Gilkes, Julie Hallinan, James Holland, John Kozar, Harvey Wolfe, Elizabeth Richey, Harvey Wolfe
Appointed:

Not present: Andrew Blair, Julie Hallinan, Alan Meisel, Michael Pinsky, Anna Roman

Visitor: Ryan C. Wasileski: Director, Ancillary Product Ops & Sales Implementation Consultant UPMC Health Plan

| TOPIC | DISCUSSION | ACTION TO BE TAKEN |
|--|---|--|
| Call to order | Irene Kane, Chair, called the meeting to order 9:10am | |
| Committee business (I. Kane) | Minutes approved; group introductions | |
| Old Business: 2012-13 Chair (I Kane) | Election B & W chair for 2012-13: unanimous vote for candidate, Angie Riccelli. | I. Kane will orient A. Riccelli to role |
| Trans Report (E. Lombardi) | Final report regarding Transgender Health Insurance was reviewed. Following brief discussion, elected B & W members recommended to J. Kozar that Trans gender Health Benefits be on the Medical Advisory Committee agenda fall 2012. | J. Kozar & A. Riccelli will follow through at Medical Advisory Committee |
| Other: | H. Wolfe recommended that committee Business precede main topic presentations for 2012-13 | A. Riccelli will organize agenda per request |
| Main Topic: FSA/UPMC Health Plan: Ryan Wasileski | <p>Introductions were made Ryan discussed types of flexible spending accounts (FSA) and University usage.</p> <ul style="list-style-type: none"> - History of FSAs (18% of eligible employees take it up nationally). - University of Pittsburgh flexible spending accounts (3490 enrolled with medical FSAs and 637 for dependent care) - Advantages of FSA's for employers and employees reviewed - Tax/pre-tax definition, illustration, clarification - Section 125 IRS Code regulations impacting FSA reviewed - Healthcare FSA discussed including purpose, in/eligible expenses, limits, timelines/grace periods - Dependent care FSA reviewed including definition, in/eligible expenses, funds, limits - Health Care Reform Impact on FSA: Over-the-counter drugs are no longer eligible for reimbursement under a Health Care FSA unless the OTC drug is prescribed by a physician (1-1-11); \$2,500 annual maximum contribution to Health Care FSA (1-1-13); Dependents up to age 27 eligible under the employee's plan (immediately); "Simple" Cafeteria Plan – New non-discrimination rules for small employers(1-1-11) - UPMC: MyFlex Advantage™--Product Highlight – Combination Medical ID and FSA Card: feature advantages = debit card application, 24/7 online, online claim, daily reimbursement, semiannual statements; member satisfaction monitored and used for improvements | <p>J. Lave requested that the vision card be in a plastic format R. Wasileski forwarded FSA slides-available upon request.</p> |

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| | -University of Pittsburgh July 1 changes = Active Enrollment; Health Care FSA Maximum Limit reduced to \$2,500; Dependent Care Authorization required ;Commuter Accounts – change in rollover provision - FSA future enhancements reviewed | |
| Benefits Office Report: (J. Kozar) | -Historical problems with accessing the UPMC Health Plan web site noted. Resolution: A new direct single sign on approach through the my.pitt.edu portal to access the Health Plan's Web site and your personal information including spending account balances has been implemented. To access: my.pitt.edu → Click on the My Resources Tab → Click on UPMC Health Plan (form the drop down menu) → Click on MyHealth. -Open enrollment effective until May 9, 2012: online and direct mail information is available | |
| Closing remarks (I. Kane) | Reminder: final meeting this academic year is the TIAA-CREF Wealth Management Executive Session May 16, 2012 8-9:30am University Club | Committee must RSVP per invitation PDF instructions to Susan Nave at 412-624-8030 or snave@pitt.edu |
| Adjournment | I. Kane adjourned the meeting at 10:45am. Next meeting: May 16, 2012 8-9:30am University Club | |