

Meeting: Fringe Benefit Committee (FBC) 2016/2017 initial meeting

Date: 09/07/2016

Attended: Fabienne Miller (Chair), Kevin Wheeler, Daniel Amsden, Hugh Lauer, Jodi Hogan, Brian Savilonis, Eric Chojnowski, George Kaminski, Jagan Srinivasan, Monika Maslen

Not present: Kenneth Stafford, Glenn Gaudette, Paul Reilly

Minutes submitted by Daniel Amsden

Agenda/Notes:

Chair welcomed members and thanked them for their service to WPI.

[Introduction of members](#) (See list above)

Plan for 2016/17

- Chair encouraged open communication during FBC meetings and stressed that she is looking for a collaborative atmosphere.
- Health insurance will be the first topic on the agenda. Then we will brainstorm which topics to address in the future. Suggestions from the WPI community are encouraged.
- Communication:

Email alias to use to communicate with this year's team: fb1617@wpi.edu

[Introduction of benefits](#) (Appendix A):

Benefits were presented by Eric Chojnowski

- We will prioritize issues based on their importance and outcome of prior investigations.
- Health insurance - We need to have a recommendation to FAP by the end of September in order to have rates available for October open enrollment.
 - Benefits Fair – 10/6/2016

Health insurance discussion

WPI is self-insured and part of a collaborative of universities.

- New plans will take effect 01/01/2017.
- Proposals will be submitted by two companies: Harvard Pilgrim (current carrier) and Tufts. HR will send them to the FBC as soon as they are available.

Additional discussions

- Possible offering of health screening – to be investigated further
- Tuition benefits – HR is working on providing additional information about tax treatment of tuition benefits.
- Retirement plans – Retirement Plan Committee meets quarterly with consultant to review the retirement benefits provided.

Appendix A

Benefits @ WPI
Institute Provided Benefits:
Health Insurance (4 options)
Dental Insurance (2 options)
403(b) Retirement Plan With Match
Institutional Paid Life Insurance + AD&D
Short Term Disability
Long Term Disability
Employee Tuition
Dependent Tuition (children and spouse/domestic partner)
Access to Tuition Exchange
Vacation Pay
Sick Pay
Holiday Pay
Personal Days
Bereavement Leave
Doctor's Visit
Employee Assistance Program (for EE and family)
Medical Flexible Spending
Dependent Care Flexible Spending
Health Savings Account (HSA)
Free Parking
Domestic Partner Benefits
Professional Development and Training
Summer Hours
Sick Days Buy Back
Direct Deposit
Business travel insurance
Worker's Compensation Insurance
Unemployment Insurance
Optional Benefits:
Long Term Care Insurance (EE and Family)
Optional Life Insurance (EE and Spouse, Domestic partner/Dependents)
Supplemental Retirement Plan and Roth Deduction
Discounted Worcester Fitness Membership
VPI – Voluntary Pet Insurance
On Campus Gym
Lunch Time Wellness Programs (yoga, aerobics, etc...)
Employee Discounts (Sprint phones, heating oil, restaurants, etc...)
Day Care Preference at First Friends
Legal Plan
Vision Plan
Membership to Worcester Art Museum
Auto / Homeowner Discounts
September 2016