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: fbc1617@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