

Meeting: Fringe Benefit Committee (FBC) 2016/2017

Date: 09/12/2016

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

Guest: Christina Pollinger (representative of WPI's broker)

Not present: Daniel Amsden, Kenneth Stafford

Minutes submitted by Paul Reilly

Agenda/Notes:

Minutes of 09/07/16 meeting were approved as submitted.

Health Insurance

Eric Chojnowski presented health insurance policy information from two health care providers, Harvard Pilgrim and Tufts. Both providers offer the same plans and used the same prior usage data to establish the proposed rates. The information provided by Eric Chojnowski compared the proposed cost of each of the plans for 2016-2017 for employees and WPI. In addition, Christina Pollinger, from Marsh McLennan, WPI's insurance broker, provided additional detailed information on each plan and answered questions from FBC committee members.

WPI has been with Harvard Pilgrim since 2012.

A number of items were discussed that included:

- Financial cost of each plan
- Other costs to employee in potentially switching plans (time, stress, etc.)
- Historical trends for each health care provider regarding increase in cost
- Utilization by employees of the high deductible plan
- The number of health care professionals that were used by WPI employees in 2015-2016 and how Harvard Pilgrim was able to deliver in fulfilling employee needs.

FBC committee members discussed each plan in detail, requested additional information from HR, and will make a recommendation to FAP this month.