

WPI FBC Minutes – Meeting #10 AY23-24

1/30/2024

In attendance: Rob Dempski (chair), Diane Dubois, Liz Chirico, Mike Hamilton, Nicole Caligiuri, Jessica Sabourin, Mike Radzinski, Sarah Stanlick

Absent: Dirk Albrecht, Shams Bhada, Wilson Wong

Guest: Joellen Andrews

The minutes from 1/16/24 were approved.

Mike Hamilton discussed the makeup of the Fringe Benefits Committee and how the Staff Council has been working with HR and Faculty Governance to formalize a way for Staff Council to appoint the staff members of FBC along with having a staff committee member serve as co-chair of the FBC. There was discussion on whether to add staff to get to seven each (faculty & staff) or go back to five each. The consensus was to go back to five faculty and five staff. Mike H. will rework the Staff Council proposal and share it with the FBC before bringing the proposal to FAP.

A member brought up the idea of looking at the salary bands and finding a way to get the data and come up with a more equitable banding solution. The salary bands were constructed during WPI Forward and it was suggested that we find the data from then. Because most of the financial people involved in WPI Forward are no longer working at WPI, it was suggested that we start from scratch. It was pointed out that the current bands put a great burden on lower paid employees.

The chair asked if there was anything else that anyone thought the group should talk about and a faculty compensation survey came to mind because of the staff compensation survey.

The chair reminded the committee that our recommendation for a new bereavement policy was approved by FAP and sent on to Lauren Turner and Talent & Inclusion. Joellen confirmed that Lauren has the proposal and is also looking at the work that T&I staff also had done for this and will circle back to FBC.

The chair asked Joellen if the committee could go back a step in the salary band process and look at the work WPI Forward did. Joellen alluded to the fact that WPI Forward was done on a cost cutting basis and did not necessarily look at the bands with an equitable lens. She also confirmed that the staff from accounting that was involved in WPI Forward are not here to explain the spread sheets. There was a question whether Huron (company used for WPI Forward) had a final report that might help. The subcommittee in charge of finding one million dollars of healthcare savings for WPI did have a mandate of not hurting the lowest paid employees. That inflation was not considered might be due to the inequity in the bands.

The chair asked if it was possible to get historical data of how employees' portion was before WPI Forward and Joellen pointed out that the broker of record has changed since WPI Forward. Joellen will do her best to find what she can.

Joellen was also asked if the Ed Health consortia had found another health care provider to get quotes from after the merger of Tufts and Harvard for competition purposes. Joellen stated that usually happens around June.

There were messages in chat supporting a flat percentage for salary bands and an IQP to that effect.

The meeting was adjourned at 9:45am