



Minutes for Fringe Benefits Committee 1 December 2017

Attended: Tahar El-Korchi (Chair), George Kaminski, Ruth McKeogh, Wendy Walsh, Kevin Wheeler (new member)

Not in attendance: Jodi Hogan, Sharon Wulf, Glenn Gaudette, Paul Reilly, Bethel Eddy, Eric Chojnowski and Jagan Srinivasan

Next Meeting: 15 December 2017 @ 2-3pm Kaven Hall 111A

Approval of Agenda for 12-1-17.

Approval of Minutes for 11-10-17

Topics for discussion:

Tuition Benefits

- A discussion on the 3 year wait for receiving tuition benefits for employees was discussed. This wait period was questioned as it may not be as competitive with peer or competing institutions.
- One of WPI's pillars in the strategic plan is the 'More in Four'. Can WPI align its tuition benefits plans for employees and dependents with its vision and strategic institutional pillars in the strategic plan.

Current tuition benefits can be accessed here:

https://web.wpi.edu/Images/CMS/HR2/Tuition_Benefit_2016.pdf?_ga=2.154108216.108469488.1511788491-1217649701.1461780322

Discussions about current benefits included:

- Dependents
 - ❖ Flexibility of prorating unit/courses / terms so that dependents can utilize the benefit on a course by course basis
 - Clarify summer tuition on HR website- the language here was conflicting – one section states-“**Comments:** Children may attend the undergraduate school with tuition costs waived for up to 16 terms (full-time or part-time enrollment in each of A, B, C, D, and E terms count as one of the sixteen terms allowed). “
Another section in the policy states



“**Children may take, at no charge, one or two courses at WPI during E-Term on a space-available basis provided that the course has already met the minimum paid enrollment required for regular course status.”

- ❖ Definition of dependent- is it possible for the definition to be clearly stated on the HR website, since the language is less clear on the IRS.gov website.
- Spouse
- ❖ Flexibility of taking classes on a part time or full time basis “**Comments:** One undergraduate course per term or two graduate courses per semester (day or evening). Enrollment for spouses and domestic partners will be provided on a space available basis.”

Topics next meeting

discussion salary raises and benchmarking. FBC would like to invite HR and learn about their ongoing study on benchmarking of salaries.

Minutes submitted by Ruth McKeogh