



## **Minutes for Fringe Benefits Committee 16 January 2018**

Meeting Location: Kaven Hall 111B; 11-12pm

**Attendees:** El-Korchi, Tahar (Chair), McKeogh, Ruth A; Hogan, Jodi A; Kaminski, George A; S Reilly, Paul; Chojnowski, Eric M; Wheeler, Kevin; Walsh, Wendy; Wulf, Sharon A;

**Not present:** Srinivasan, Jagan; Eddy, Bethel L ; Gaudette, Glenn R

**Approval of Agenda** 1-16-18

**Approval of Minutes** 12-15-17- edits were made and mins approved

**Developed a list of topics for discussion:**

- Salary study- Invite Kristen Coffey and Alana Dros from HR to attend FBC meeting.
- Dental insurance benefit -is this in line with health insurance benefit.
- Education of the Fringe benefits- EAP and nurse case managers
  - Eric Chognowski (HR) is willing to visit different departments/programs to talk about benefits- best practices.
  - Health insurance survey to gauge how much participants pay out of pocket.
  - Negotiated Rates: all plans have the same negotiated rates with Tufts.
  - User experience for health policy-is there guidance when navigating health plan.
  - Negotiated rates- can we look at rates with different carriers.
  - Help employees become better educated consumers for their health insurance.
- Explanation of dependent care benefits – overview and explanation of IRS guidelines.
- IRS taxes of fringe benefits – covered in orientation-and updates sent out through HR digest.
- Enrichment benefits- review and expansion – beyond WPI - museums etc..

Next Meetings: Feb 13 and Feb 27.

Minutes submitted by Ruth McKeogh