

Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2020-2021
Date: August 12, 2020
Location: Zoom conference

Attendees: Joseph Fehribach (chair), Dirk Albrecht, Will Darling, Jaime Dillon, Daniel DiMassa, Jennifer Graves, Ruth McKeogh, Julia Quinn-Szcesuil, Sarah Wodin-Schwartz

Not attending: Nima Rahbar, Mark Santiago

Guests: Kristan Coffey, Director, Talent & HR, T&I; Mary Calarese, Associate VP of Finance

Meeting called to order at 12:01 pm

Discussion

Kristan Coffey and Mary Calarese joined the FBC meeting to present the WPI Forward Healthcare Initiative's health insurance plan options.

Presentation included discussion around the implementation of a contribution matrix based on salary bands and of a new high deductible health plan and associated HSA that will replace the old plan.

- There will be incentives for employees to join the HSA; participation is optional.
- A majority of employees will have lower health insurance payments than if WPI remained with across the board consistent pricing.
- Fidelity will replace Benefit Strategies as the HSA provider.
- Employees do not need to change provider networks.
- There is no change in coverage.
- Implementation of the salary bands approach is more complex for WPI and addresses equity issues in employees' medical contributions.
- There needs to be education around being able to use an HSA as an investment tool.
- Employees will learn more during open enrollment during October/November. T&I will complete the Workday conversion in December and the new plans go into effect on January 1.

FBC members had several questions about

- the final cost for employees who reach their individual or family out-of-pocket cap
- the impact on employees who will now have a 20% copay after reaching the deductible limits; previously costs were covered 100% after the deductible amount was reached*
- co-insurance costs
- how employees can use an HSA amid these changes
- how a pay increase could impact employees who then go just over the low bracket level for a salary band
 - FBC recommends implementing a plan to mitigate a situation where employees who receive just enough of a salary increase that they will pay more for health insurance**

There was discussion around the planned virtual Benefits Fair Week October 19-23.

Adjournment: Meeting adjourned at 12:56 pm

Submitted by Julia Quinn-Szcesuil 9/24/20

Addendums 10/2/20

*Addendum: T&I hopes to increase the HSA contributions and not increase the plan cost as much as the current HSA would increase contribution amounts.

**Addendum: T&I's plan will not switch the cost of insurance mid-year in the event of a compensation increase.