

Minutes for Fringe Benefits Committee

Meeting: Fringe Benefits Committee (FBC) 2019-2020
Date: February 28, 2020
Location: President's conference room

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

Not Present: Dirk Albrecht, Nima Rahbar, Sharon Wulf

Guests: Michelle Jones-Johnson, Vice President for Talent & Inclusion/Chief Diversity Officer, WPI; Amy Morton, Vice President, Chief of Staff, WPI; Jeff Solomon, Executive Vice President/CFO, WPI

Proposed Agenda:

1. Call to Order
2. Discuss of the Impact of WPI Forward on Fringe Benefits
3. Minutes
4. Other Topics the Committee Wishes to Discuss
5. Adjournment

Meeting

Meeting called to order at 2:31 pm

- Discuss of the impact of WPI Forward on fringe benefits
- Committee members and invited guests discussed WPI Forward beginning with the reasoning behind WPI Forward and what it involves and discussion of the initiatives that WPI is working on to reduce the overall operating budget by approximately \$8 million.
- FBC feedback is engaged with two initiatives related directly to benefits – 403(b) and health insurance.
- Guests reported how the university committees are gathering benchmark data to compare WPI's benefits in these areas to other local universities and direct competitors.
- Questions around
 - healthcare changes and equity in the resulting impacts
 - 403(b) benchmarks
 - summer hours option from last year's FBC recommendations
 - recommendations to guide readers to the WPI Forward web presence when there are new updates and communications
 - morale, retentions, hiring issues if benefits are reduced
 - ensuring lowest paid employees do not bear undue burden of any changes
- Guests departed at 3:21
- FBC members continued general additional discussion around benchmarking and general employee impacts with WPI Forward
- Minutes
 - Minutes from 2-07-20 meeting were discussed with minor edits requested
- Adjournment

- Meeting adjourned at 3:43 pm
- Submitted by Julia Quinn-Szcesuil 3/31/20