

AY 2015-16 Fringe Benefit Committee (FBC) Minutes

FBC Meeting #1, 2:00 p.m., Friday, September 18, 2015, AK218

Attendees: Hossein Hakim (Professor and FBC Committee Chair),
Eric Chojnowski (Benefit Administrator),
Ravindra Datta (Professor),
Glenn Gaudette (Professor),
Jodi Hogan (Staff),
Hugh Lauer (Adjunct Teaching Professor)
Monika Maslen (Staff),
Jagan Srinivasan (Professor),
Lisa Wall (Staff),
Kevin Wheeler (Staff).

Absentees: Paul Reilly, Doreen Manning, Kenneth Stafford, Huong Higgins.

The meeting started at 2:01 pm.

The main topic on the agenda was discussion and selection of the HealthCare Insurance Plan for the calendar year 2016.

Currently, WPI offers four Plan options: HMO \$1000 Deductible, HMO 20B, High Deductible HMO, and PPO. The total number of employees in these plans is 859. From these 859 employees, 307 of them are enrolled in individual plans and 552 are in family plans. Among those employees who use family plans, 182 of them have listed only two persons for the coverage.

This year, WPI requested to receive insurance rates for both our current two-tier Plan and a new three-tier Plan that offers Plan options for individuals, employee +1, and family. If WPI changes its current two-tier Plan to a new three-tier Plan, this change will reduce insurance cost for approximately 182 members of our community with two-person coverage. However, it will correspondingly increase the insurance cost for the rest of approximately 677 members of our community. There was extensive discussion about the two options and what might be in the best interest of our community. At the end of a long discussion the FBC members voted unanimously for the two-tier system, as it will have more of a positive impact on a large majority of WPI employees.

Now, for the good news. The health insurance rate of all WPI employees for 2016 will be a small increase of 2.75% from the 2015 rate.

The Committee then spent some time on potential agenda for this year. The following items have been identified:

1. Vacation Policy for non-exempt employees.
2. Parking permit renewal process.
3. Installation of camera in the parking garages.
4. Effective communication of less known WPI benefits such as Travel Insurance.