

AY 2015-16 Fringe Benefit Committee (FBC) Minutes

FBC Meeting #3, 2:05 p.m., Friday, October 2nd, 2015, AK218

Attendees: Hossein Hakim (Professor and FBC Chair)
Eric Chojnowski (Benefit Administrator)
Ravindra Datta (Professor)
Jodi Hogan (Staff)
Hugh Lauer (Adjunct Teaching Professor)
Paul Reilly (Staff)
Lisa Wall (Staff)
Kevin Wheeler (Staff)

Absentees: Huong Higgins, Doreen Manning, Jagan Srinivasan, Kenneth Stafford, Monica Maslen, and Glenn Gaudette.

The meeting started at 2:05 pm.

1. The minutes from meeting #2 on 9/25 were approved.
2. Chair Hakim met with the Police Chief to discuss the installation of cameras in the parking garage.
3. The parking permit renewal process was discussed. Chair Hakim will bring the issue to FAP.
4. The list of benchmark institutions that WPI uses for various factors was distributed. This list will be utilized to review vacation benefits at other institutions for exempt and non-exempt staff.
5. Eric Chojnowski led a discussion regarding benefits for exempt and non-exempt staff, specifically focusing on vacation benefits. A few items to note:
 - a. There are approximately 1000 employees at WPI.
 - b. Approximately 450 employees are exempt and 234 are classified as non-exempt, of which 91 are union employees.
 - c. The benefits for union employees are typically similar to benefits for non-union, non-exempt staff at WPI.
6. The role of the Ombudsperson(s) was discussed. The WPI Ombuds Office will help faculty, students and staff deal with any issues and conflicts that may arise at the university.

Items for future meeting:

1. During B term, Chair Hakim will provide vacation benchmarking data for exempt and non-exempt staff.