
I. Recent Accomplishments
The Fringe Benefits Committee was an active committee during this past year. During this time we made progress on the following goals:

A. Moved forward on our study of the Staff Retirement Plans and developing a recommendation for enhancement and improvements to those plans.
B. Provided feedback to the University Committee on Fringe Benefits regarding the proposed changes to the Benelect Plan.
C. Successfully gained appointment for three members of our committee to positions on the University Committee on Fringe Benefits (UCFB), thereby providing more consistency in strategy and communication between these two groups.

II. Future Goals
For the upcoming year, our goals are:

A. Complete work on the Staff Retirement Programs and develop a list of recommendations, which will receive serious consideration by the administration.
B. Be involved with developing and delivering an educational program for informing Staff of any changes that might be implemented with the Benelect program.
C. Continued encouragement and assistance to the Administration for developing an overall philosophy statement on Fringe Benefits, which could be used as a guidepost in making decisions about changes and development of our various fringe benefit programs.
D. Further cultivate and develop relationships with other groups that are working to examine and influence fringe benefits programs at CWRU (i.e. - Faculty Senate, UCFB).

III. Support Requested
In order to enable and enhance the efforts of the Fringe Benefits Committee, we hope to continue to be provided with timely and candid disclosure of relevant information and suggestions from the UCFB and the Human Resources Department in order to have sufficient time to carefully study and respond to those issues. The committee members also hope to have some type of comprehensive orientation and overview of the total Fringe Benefits system at CWRU.

IV. Summary
The Fringe Benefits committee performs important work, consistent with the mission of the Staff Advisory Council, by providing an important staff voice for consideration of issues that affect the compensation and the financial well-being of the staff. We have continued to make progress in being regarded as a group that works hard to make careful and reasonable suggestions, using input from many different sources. The past few years have brought several new challenging issues before this committee, and I believe that we have responded to those challenges well, and learned much... We look forward to continuing to be an important voice for the staff, and of being a group known for providing sound, useful, and creative feedback for the CWRU administration, as we work towards our common goal of creating a world-class environment for working, teaching, research, and service.

NOTE: Meetings for the coming year will be in Adelbert Hall in either Room 1 or the Stone Room at alternating times of 12 noon, 4 p.m. and 8:30 a.m.