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### **Statement of Principles of Benefits:**

A competitive benefits plan is critical to attracting and retaining the talented employees necessary to carry out the mission of Whitman College and contributes to a positive work environment and culture.

In order to sustain a competitive plan during times of flux in College programs and fiscal resources, we are guided by the following principles:

To provide a Core set of benefits, which includes health care benefits, retirement savings, and education benefits.

To maintain a benefit program that is as good as or better than those at our peer educational institutions and regional employers.

To protect salary and benefits as an essential part of the budget infrastructure, prioritized over program or initiative needs when possible.

To recognize that Whitman College's rural location presents some hardships (challenges?) that must be addressed both by the institution and its employees.

When external factors create difficult economic times for the college, it may be necessary for employees to temporarily assume a greater share of the total expense of their core benefits. However, when good economic times have returned to the college, it is to be expected that these temporary adjustments will no longer be necessary.

### **Principles of Health Care Benefits:**

To maintain a consistent shared responsibility between employees and the college for the costs of health care benefits

To structure health care benefits costs shared by the College and its employees in a manner that provides the greatest benefit to College community as a whole and protects against catastrophic expenses.

To maintain a cost sharing for total health care costs which does not place an undue burden on lower paid employees or families.

To consider any increases in employee contribution to health care benefits (relative to changes in salary.) OR (within the context of changes in salary and salary levels compared to peer educational institutions and regional employers.)

To recognize the benefits to the College of having a healthy workforce in both mind and body, by providing lifestyle programming, budget planning and other continuing education opportunities to employees when feasible.