

**MOTION:** From Financial Policy and Planning Committee

The Faculty Handbook (Preamble, fifth paragraph) requires that the Faculty vote on proposals for substantive benefits changes that have been proposed by the College Benefits Committee to the Financial Policy and Planning Committee (FPFC). The FPFC **moves** that the Faculty endorse the following recommended '**first round**' benefits changes (that would be put into place effective January 1, 2004):

1. Eliminating the cash backs for those employees who are currently choosing HMOs.
2. Eliminating the incentive for employees to 'opt out' of Skidmore's healthcare insurance plans.
3. Requiring employees to contribute toward the cost of their healthcare insurance at an average of approximately 6.25 percent of the cost of coverage effective January 2004 (recommended to be implemented in a fiscally progressive manner.)
4. Instituting a 3-year waiting period prior to the start of internal tuition benefits for the dependents of new employees (defined as employees hired on or after January 1, 2004).
5. Providing group term life insurance coverage in the flat amount of \$50,000 for each eligible employee, as opposed to the current practice based on age and salary. As in the past, additional life insurance coverage may be purchased, up to the same limit of \$300,000.