

September 5, 2006

EMU Proposal on Healthcare

\$1,200 Level: Traditional & HMO

Year	CY 2005	CY 2006	CY 2007	CY 2008	CY 2009	CY 2010	CY 2011
	(1)	(2)	(3)	(3)	(3)	(3)	(3)
Total Cost of Healthcare for All Faculty Members	\$5,727,337	\$6,818,720	\$7,432,405	\$8,175,645	\$8,993,210	\$9,892,531	\$10,881,784
Total Annual Cost of Healthcare per Faculty Member (based on 633 insured)	\$9,048	\$10,772	\$11,742	\$12,916	\$14,207	\$15,628	\$17,191
EMU Share of Cost per Faculty Member (row is meaningless here)	\$9,048	\$10,772	\$10,567	\$11,624	\$12,787	\$14,065	\$15,472
Faculty Member Annual Healthcare Premium	\$0	\$0	\$1,200	\$1,308	\$1,439	\$1,583	\$1,741

Average Annual Earnings per Faculty Member (4) & (5)	\$77,289	\$79,608	\$81,996	\$84,456	\$86,989	\$89,599	\$92,287
Average Base Salary per Faculty Member (4) & (6)	\$68,822	\$70,887	\$73,013	\$75,204	\$77,460	\$79,784	\$82,177

Faculty Member Contribution to Healthcare as Percent of Annual Average Total Earnings	0.00%	0.00%	1.46%	1.55%	1.65%	1.77%	1.89%
Faculty Member Contribution to Healthcare as Percent of Annual Average Base Salary	0.00%	0.00%	1.64%	1.74%	1.86%	1.98%	2.12%

NOTES:

- (1) Actual healthcare cost for all faculty in calendar year 2005
- (2) Total healthcare is based on the 7-month rate for calendar year 2006
- (3) Healthcare cost escalator of 9% for 2007-08 and 10% for 2008-09, 2009-10 and 2010-2011.
- (4) Average salary data based on 671 faculty on payroll in 2005-06
- (5) Actual annual earnings payroll: \$51,861,204 in 2005-06; average annual faculty earnings = \$77,289 in 2005-06.
Salary increase escalator of 3% in each of the five years from 2006-07 to 2010-11
- (6) Actual base payroll: \$46,179,594 in 2005-06; average faculty base salary = \$68,822 in 2005-06.
Salary increase escalator of 3% in each of the five years from 2006-07 to 2010-11