

		NON-UNION UA CHOICE					
		FY 06 Employee Charges					
26 Payrolls							
	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge FY06	Annual Charge FY05	% increase FY05->FY06	
Deluxe Plan							
Employee	\$ 86.62	N/A	\$ 86.62	\$ 2,252	\$ 1,452	55%	
Employee + Spouse	\$ 86.62	\$ 74.74	\$ 161.36	\$ 4,195	\$ 2,904	44%	
Employee + Child(ren)	\$ 86.62	\$ 59.81	\$ 146.43	\$ 3,807	\$ 2,616	46%	
Employee + Family	\$ 86.62	\$ 134.54	\$ 221.16	\$ 5,750	\$ 4,068	41%	
Standard Plan							
Employee	\$ 54.77	N/A	\$ 54.77	\$ 1,424	\$ 768	85%	
Employee + Spouse	\$ 54.77	\$ 42.89	\$ 97.66	\$ 2,539	\$ 1,536	65%	
Employee + Child(ren)	\$ 54.77	\$ 34.31	\$ 89.08	\$ 2,316	\$ 1,380	68%	
Employee + Family	\$ 54.77	\$ 77.20	\$ 131.97	\$ 3,431	\$ 2,148	60%	
Economy Plan							
Employee	\$ 28.54	N/A	\$ 28.54	\$ 742	\$ 204	264%	
Employee + Spouse	\$ 28.54	\$ 16.70	\$ 45.24	\$ 1,176	\$ 420	180%	
Employee + Child(ren)	\$ 28.54	\$ 13.35	\$ 41.89	\$ 1,089	\$ 372	193%	
Employee + Family	\$ 28.54	\$ 30.04	\$ 58.58	\$ 1,523	\$ 588	159%	
19 Payrolls							
	Employee Bi-Weekly Charge	Dependent Bi-Weekly Charge	Total Bi-Weekly Charge	Annual Charge FY06	Annual Charge FY05	% increase FY05->FY06	
Deluxe Plan							
Employee	\$ 118.53	N/A	\$ 118.53	\$ 2,252	\$ 1,452	55%	
Employee + Spouse	\$ 118.53	\$ 102.27	\$ 220.80	\$ 4,195	\$ 2,904	44%	
Employee + Child(ren)	\$ 118.53	\$ 81.85	\$ 200.38	\$ 3,807	\$ 2,616	46%	
Employee + Family	\$ 118.53	\$ 184.11	\$ 302.64	\$ 5,750	\$ 4,068	41%	
Standard Plan							
Employee	\$ 74.95	N/A	\$ 74.95	\$ 1,424	\$ 768	85%	
Employee + Spouse	\$ 74.95	\$ 58.69	\$ 133.64	\$ 2,539	\$ 1,536	65%	
Employee + Child(ren)	\$ 74.95	\$ 46.95	\$ 121.90	\$ 2,316	\$ 1,380	68%	
Employee + Family	\$ 74.95	\$ 105.64	\$ 180.59	\$ 3,431	\$ 2,148	60%	
Economy Plan							
Employee	\$ 39.06	N/A	\$ 39.06	\$ 742	\$ 204	264%	
Employee + Spouse	\$ 39.06	\$ 22.85	\$ 61.91	\$ 1,176	\$ 420	180%	
Employee + Child(ren)	\$ 39.06	\$ 18.27	\$ 57.33	\$ 1,089	\$ 372	193%	
Employee + Family	\$ 39.06	\$ 41.11	\$ 80.17	\$ 1,523	\$ 588	159%	
<i>Per Jim Johnsen memo to all staff 3/31/05</i>			<i>the big picture</i>				
	Health Cost	% increase /yr	Retirement Cost	% increase /yr			
FY05	\$32,504,451		\$ 26,992,800				
FY06	\$39,963,935	23%	\$ 38,657,500	43%			
FY07	\$47,911,640	20%	\$ 51,849,100	34%			
FY08	\$55,098,225	15%	\$ 67,052,800	29%			