

Proposed 2010 Monthly Employee/Employer Health Care Costs for Staff and Non-Bargaining Faculty at Wright State University

The listed pre-tax employee contributions are for medical, dental, vision and prescription drug coverages for all of calendar year 2010 for staff members and non-bargaining unit faculty

Anthem Blue Preferred Primary (HMO) Plan

| Annualized 100% equivalent earnings OR FTE: | Annual FTE >=51% and <75% | | | | | | | | | | | |
|---|---------------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|-------------------|------------|------------------|-------------------|
| | Less than \$30,000 | | \$30,000-\$49,999.99 | | \$50,000-\$74,999.99 | | \$75,000-\$99,999.99 | | \$100,000 or More | | | |
| | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | | |
| Employee only | \$ 59.89 | \$513.79 | \$ 73.57 | \$500.12 | \$ 87.24 | \$486.44 | \$ 100.92 | \$472.77 | \$ 114.59 | \$459.09 | U pay % \$286.84 | WSU pays \$286.84 |
| Employee + 1 | \$ 102.52 | \$1,040.18 | \$ 129.64 | \$1,013.05 | \$ 156.75 | \$985.94 | \$ 183.88 | \$958.82 | \$ 210.99 | \$931.70 | U pay % \$571.35 | WSU pays \$571.35 |
| Family | \$ 131.01 | \$1,389.96 | \$ 167.53 | \$1,353.45 | \$ 204.04 | \$1,316.94 | \$ 240.53 | \$1,280.44 | \$ 277.05 | \$1,243.93 | U pay % \$760.49 | WSU pays \$760.49 |

Anthem Blue Access (PPO) Plan

| Annualized 100% equivalent earnings OR FTE: | Annual FTE >=51% and <75% | | | | | | | | | | | |
|---|---------------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|-------------------|------------|------------------|-------------------|
| | Less than \$30,000 | | \$30,000-\$49,999.99 | | \$50,000-\$74,999.99 | | \$75,000-\$99,999.99 | | \$100,000 or More | | | |
| | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | | |
| Employee only | \$ 27.35 | \$529.53 | \$ 41.03 | \$515.85 | \$ 54.70 | \$502.18 | \$ 68.38 | \$488.50 | \$ 82.05 | \$474.83 | U pay % \$278.44 | WSU pays \$278.44 |
| Employee + 1 | \$ 54.24 | \$1,051.20 | \$ 81.36 | \$1,024.07 | \$ 108.48 | \$996.96 | \$ 142.20 | \$963.24 | \$ 162.72 | \$942.72 | U pay % \$552.72 | WSU pays \$552.72 |
| Family | \$ 73.01 | \$1,403.94 | \$ 109.52 | \$1,367.43 | \$ 146.03 | \$1,330.92 | \$ 182.53 | \$1,294.42 | \$ 219.04 | \$1,257.91 | U pay % \$738.48 | WSU pays \$738.48 |

Anthem Blue Traditional (only available to employees who live outside the state of Ohio and Lake Campus employees)

| Annualized 100% equivalent earnings OR FTE: | Annual FTE >=51% and <75% | | | | | | | | | | | |
|---|---------------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|-------------------|------------|------------------|-------------------|
| | Less than \$30,000 | | \$30,000-\$49,999.99 | | \$50,000-\$74,999.99 | | \$75,000-\$99,999.99 | | \$100,000 or More | | | |
| | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | | |
| Employee only | \$ 111.09 | \$489.04 | \$ 124.76 | \$475.37 | \$ 138.44 | \$461.69 | \$ 152.11 | \$448.02 | \$ 165.79 | \$434.34 | U pay % \$300.07 | WSU pays \$300.07 |
| Employee + 1 | \$ 178.45 | \$1,013.47 | \$ 205.57 | \$986.35 | \$ 232.69 | \$959.24 | \$ 259.81 | \$932.11 | \$ 286.92 | \$905.00 | U pay % \$595.96 | WSU pays \$595.96 |
| Family | \$ 222.31 | \$1,367.95 | \$ 258.82 | \$1,331.44 | \$ 295.33 | \$1,294.93 | \$ 331.83 | \$1,258.43 | \$ 368.34 | \$1,221.92 | U pay % \$795.13 | WSU pays \$795.13 |

Anthem Lumenos Blue Access High Deductible Health Plan (HDHP) PPO with Health Savings Account (HSA)

For 2010 under the Lumenos HDHP/HSA, the University contribution for **Employee Only** includes an annual deposit* of \$1,400 into the HSA (\$1,000 on an ongoing basis and \$400 on a one-time basis); the University contribution for **Employee + 1** includes an annual deposit* of \$2,600 into the HSA (\$1,800 on an ongoing basis and \$800 on a one-time basis); and the University contribution for **Family** includes an annual deposit* of \$3,000 into the HSA (\$2,000 on an ongoing basis and \$1,000 on a one-time basis)

| Annualized 100% equivalent earnings OR FTE: | Annual FTE >=51% and <75% | | | | | | | | | | | |
|---|---------------------------|------------|----------------------|------------|----------------------|------------|----------------------|------------|-------------------|------------|------------------|--------------------|
| | Less than \$30,000 | | \$30,000-\$49,999.99 | | \$50,000-\$74,999.99 | | \$75,000-\$99,999.99 | | \$100,000 or More | | | |
| | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | You pay | WSU Pays | | |
| Employee only | \$ 20.72 | \$471.26 | \$ 31.08 | \$460.90 | \$ 41.44 | \$450.54 | \$ 51.80 | \$440.18 | \$ 62.16 | \$429.82 | U pay % \$245.99 | WSU pays \$245.99 |
| Employee + 1 | \$ 41.09 | \$916.21 | \$ 61.64 | \$895.66 | \$ 82.18 | \$875.12 | \$ 107.73 | \$849.57 | \$ 123.27 | \$834.03 | U pay % \$478.65 | WSU pays \$ 478.65 |
| Family | \$ 55.31 | \$1,190.37 | \$ 82.97 | \$1,162.71 | \$ 110.63 | \$1,135.05 | \$ 138.28 | \$1,107.40 | \$ 165.94 | \$1,079.74 | U pay % \$622.84 | WSU pays \$ 622.84 |

*HSA annual amounts are divided quarterly beginning with the first pay period of 2010