



**A RESOLUTION TO REQUEST INCREASED UNIVERSITY CONTRIBUTIONS  
TOWARDS HEALTH INSURANCE COSTS (14/1)**

**WHEREAS**, costs of Medical and Prescription Drug plans have increased at a rapid pace (from \$40.3M in 2013 to \$44M in 2014) where the active employee contributions in 2014 increased by 12.5% (with Plan Design Changes); and

**WHEREAS**, these costs could have increased by larger amount (to \$46M) with active employee contributions increasing by 25% if copayments and deductibles were not increased in 2014 (without Plan Design Changes); and

**WHEREAS**, the University contributions to health and welfare benefits (consisting of medical, prescription drug, disability, life/AD&D, tuition, retirement, etc.) increased by 3.08% (from \$81.1M to \$83.6M) in 2014; and

**WHEREAS**, the projected increase in Medical and Prescription Drug contributions for active employees for 2014 is \$4.002M of which employees pay \$1.980M and the university pays \$2.022M); and

**WHEREAS**, the total projected Medical and Prescription Drug contributions for active employees for 2014 is \$12.761M which is 31.3% of total costs, while the university contributions for 2014 total \$27.995M which is 68.689% of total costs; the university contribution to these costs decreased from 70.6% to 68.689% while employee contributions increased from 29.33% to 31.3%; and

**WHEREAS**, the merit increase pool for 2014 was 3% which provided the 3% increase in university contributions to the health care costs; and

**WHEREAS**, many faculty received very little or no merit increases in 2014 while their health care insurance costs increased substantially in 2014;

**NOW, THEREFORE, BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY THAT**

1. The administration of the University and the Board of Trustees are urged to pay a higher proportion of the Medical and Prescription Drug plan expenses without reducing increases to merit compensation; and
2. Any changes shall be communicated to the Faculty Senate in a timely manner.

Faculty Senate Committee on Appointments, Salary, & Promotion Policies  
April 25, 2014

Adopted by the Faculty Senate  
May 9, 2014