

12-19-24

Dear academic and administrative faculty,

As first discussed in our Town Hall in September 2024, we will be moving away from Mines fully funding health and dental premiums for academic and administrative faculty. Nationally, and at Mines, healthcare costs have been growing at a rate higher than inflation, recently increasing over 10% annually. As we look toward a future of increasing healthcare costs, moderated tuition increases, and our student enrollment leveling off, we are approaching the point where continuing the practice of Mines fully-funding health and dental premiums is not sustainable.

Shared employer-employee contributions to healthcare and dental premiums have long been the norm in higher education and other industries. Employee contributions ranging from about 10% to 30% for premiums are not unusual, and sometimes they are as high as 50% depending on the plan cost and benefits.

When we first announced this at the Town Hall, we said that employee contributions would start in January 2026 and that we would provide you more clarity this month regarding anticipated employee costs. Since then, we have had constituent conversations and have made some adjustments based on that input. More specifically:

- Employee contributions for healthcare and dental premiums will **begin on July 1, 2026**. This allows for two pay-raise cycles before employee contributions begin.
- We plan on having a no-cost, higher-deductible plan option for individuals (employee only).
- Employee contributions for all other healthcare premium options will be 10% or less of the healthcare premium in July 2026 (5% or 10%, depending on the plan option).
- The employee-paid percentage of premiums will remain constant for calendar years 2027 and 2028.

While it's an unwelcome move from our fully university-paid premium model, we feel that this set of conditions will still make our benefits package competitive and attractive relative to higher education and other employment sectors.

To help you think about likely costs and how that might impact plan choices you will make in Fall 2025 for the 2026 calendar year, we've created the table below. It has been prepared using the total premiums by plan and tier based on calendar year 2025. At this point in time, we are projecting that premiums in 2026 will be about 6% greater than these numbers, and we should know the actual costs in October 2025.

We will be holding information sessions in the next couple of months to answer any questions that you might have about the benefits cost model that we are moving toward.

Sincerely,

A handwritten signature in blue ink that reads "Kirsten M. Volpi". The signature is written in a cursive style with a small mark above the 'i' in "Volpi".

Kirsten M. Volpi

Executive Vice President / CFO / COO

Anthem Plan	Tier	Based on 2025 Rates – Monthly Amount		
		Total Premium	Mines will pay	Employee will pay
Health Option 1 Blue Advantage POS Prime Blue Priority PPO	Employee Only	\$859	\$816	\$43
	Employee + Spouse	\$2,063	\$1,857	\$206
	Employee + Child(ren)	\$1,891	\$1,796	\$95
	Employee + Family	\$2,370	\$2,133	\$237
Health Option 2 2500 HDHP	Employee Only	\$718	\$718	\$0
	Employee + Spouse	\$1,725	\$1,639	\$86
	Employee + Child(ren)	\$1,581	\$1,502	\$79
	Employee + Family	\$1,982	\$1,883	\$99
Dental	Employee Only	\$44.40	\$36.40	\$8
	Employee + Spouse	\$100.41	\$80.41	\$20
	Employee + Child(ren)	\$96.19	\$74.16	\$17
	Employee + Family	\$115.22	\$90.22	\$25