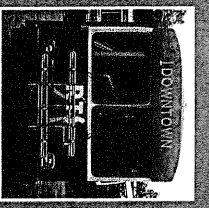
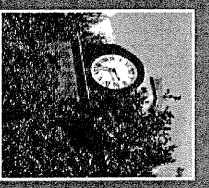


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Retiree Health Overview

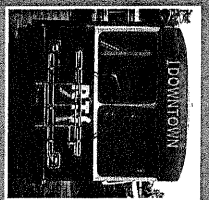
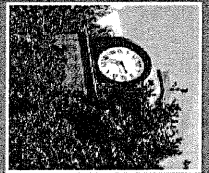
The Total is The Total



Retiree Health Overview

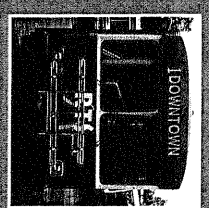
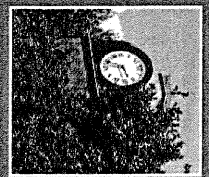
What Determines Who Pays?

- Dependent Status
- Future Employees
- Level of Pension
- Level of Income
- Length of Service
- Tax rates/Utility Rates



Retiree Health Overview

- Active Employees
- Retirees Under Age 65
- Medicare Retirees



Retiree Health Overview

	Active	Medicare	Pre-Medicare
Premiums	11,073,177	1,108,341	2,798,052
Claims Paid	7,663,072	974,277	4,372,638
Net after Claims	3,410,105	134,064	(1,574,586)
Total Covered	3805	322	834
Cost per Member	2,014	3,026	5,243

- Claims vs. Premiums for Fiscal Year 2007
- Medicare Claims net of Retiree Drug Subsidy of 133,000