* 1. ***Proposed Health Fee Rates***



* Health Fee increases of 3.6% to 4.1% are part of all Mandatory Fees in total which are proposing
	+ 3.75% increase for Incoming Cohort Students year over year and
	+ 3.00% increase for Continuing Undergrads and Graduate Students year over year.
* This increase follows a year where the Health Fee increased only 1.3%
* Services Revenue is growing but with concerns about Covid needs, not growing as fast as cost drivers.
* Primary cost drivers:
	+ Labor and OPE (Other Personnel Expenses) increases:
		- Labor Costs increasing across employee types due to labor market changes
			* Additional Bargaining Agreement increase in COLA (Cost-of-Living Adjustment) increases: 3.1% Jan. 1, 2022 & 2.5% July 1, 2022
	+ General Expense also forecast to increase due to marked inflation
		- Services and Supplies expense vs Merchandise for Resale depends on services provides, which then also affects Indirect/Overhead fees incurred by unit.