### Minutes of the Finance & Facilities Committee meeting Monday, July 20, 2016 APPROVED August 24, 2016

The Vermont State Colleges Board of Trustees Finance and Facilities Committee met on July 20, 2016 in Hoff Hall at Castleton University.

Committee members present: Church Hindes (Chair), Jerry Diamond, Tim Jerman, Bill Lippert, Chris Macfarlane (Vice Chair), Martha O'Connor, Aly Richards

Absent: Linda Milne

Other trustees: Morgan Easton, Kraig Hannum

Presidents: Joe Bertolino, Elaine Collins, Joyce Judy, Dan Smith, Dave Wolk

Chancellor's Office Staff: Tricia Coates, Director of External & Governmental Affairs

Sheilah Evans, System Controller/Senior Director of Financial

Operations

Bill Reedy, General Counsel

Elaine Sopchak, Executive Assistant to the Chancellor

Jeb Spaulding, Chancellor

Steve Wisloski, Chief Financial Officer Sophie Zdatny, Associate General Counsel

Yasmine Ziesler, Chief Academic & Academic Technology

Officer

From the Colleges: Martha Coulter, Wellness Center Director, Castleton

Scott Dikeman, Dean of Administration, Castleton

Gillian Galle, Professor, Castleton

Loren Loomis Hubbell, Dean of Administration, LSC Laura Jakubowski, Director of Finance, Castleton Billy Langlois, Staff Federation Chair, Castleton

Louis Palmer, Professor, Castleton

Jillian Rader, Area Coordinator, Castleton Sharron Scott, Dean of Administration, JSC Jonathan Spiro, Academic Dean, Castleton Sharon Twigg, Interim Academic Dean, JSC

Beth Walsh, VSCUP President

Shaun Williams, Area Coordinator, Castleton

Chair Hindes called the meeting to order at 1:01 p.m.

#### 1. Consent agenda

- a. Approve minutes of June 20, 2016 meeting
- b. Establishment of Endowment, CCV: Karen Raylene Clark Memorial Scholarship Fund Trustee Macfarlane moved and Trustee Diamond seconded the consent agenda. No items were removed. The Committee approved the consent agenda unanimously.

#### 2. Chancellor's remarks and FY2018 tuition recommendation

Chancellor Spaulding thanked the Committee and Board for making the decision on tuition rates much earlier than in the past, which will allow the colleges to be more competitive.

- 3. Review of FY2018 System budget estimate incorporating tuition recommendation CFO Wisloski reviewed the tuition recommendation for FY2018.
- 4. Discussion of proposed change to Policy 403, Annual Operating Budget CFO Wisloski introduced the proposed revisions to Policy 403. Trustee Diamond moved and Trustee Jerman seconded the resolution approving the revisions. The resolution was approved unanimously.

#### 5. Consideration of Resolution approving Chancellor's recommendation

Trustee Jerman moved and Trustee Diamond seconded the resolution Tuition, Fees, Room and Board Rates for the 2017-2018 Academic Year. Trustee Lippert arrived at this time. After discussion, the Committee voted to approve the resolution. Trustee Macfarlane voted against the resolution. The resolution was approved (5 in favor, 1 opposed) and recommended to the full Board.

#### 6. Other business

There was no other business.

#### 7. Public comment

There were no further comments from the public.

Chair Hindes adjourned the meeting at 1:55 p.m.

# VERMONT STATE COLLEGES BOARD OF TRUSTEES RESOLUTION

### <u>Tuition, Fees, Room & Board Rates for the</u> <u>2017-2018 Academic Year</u>

WHEREAS,	Students, their families, and the Colleges all require and deserve timely and accurate information to plan for 2017-2018 academic costs and budgets; and
WHEREAS,	The Colleges have continued to work diligently to maximize revenue, decrease costs and maximize efficiencies to help minimize tuition, fees, room and board increases; and
WHEREAS,	As part of their revenue maximization efforts, the Colleges are acting upon the recommendation of their consultant, AGB Institutional Strategies, Inc., to set tuition for the 2017-2018 academic year during the summer of 2016; and
WHEREAS,	The Presidents have submitted tuition recommendations for their respective Colleges to the Chancellor based upon careful considerations both of their revenue requirements and their market perspectives; and
WHEREAS,	The Chancellor has considered the Presidents' tuition recommendations in the context of revenues and the corresponding budgetary impact for the entire Vermont State Colleges System; and
WHEREAS,	For the 2017-2018 academic year the Chancellor has proposed tuition, fees, room and board rates attached hereto; and
WHEREAS,	In accordance with Policy 403, <i>Annual Operating Budget</i> , the Board of Trustees is responsible for setting <u>maximum</u> tuition, fees, room and board rates, and the Colleges are responsible for setting tuition, fees, room and board rates that are at or below these rates; therefore be it
RESOLVED,	That the Finance and Facilities Committee of the Board of Trustees has reviewed and discussed the 2017-2018 academic year rate requests by Vermont State Colleges management, and endorses their approval to the full Board; therefore be it further
RESOLVED,	That the Board of Trustees of the Vermont State Colleges establishes for the 2017-2018 academic year the <u>maximum</u> tuition, fees, room and board rates attached hereto.

## VERMONT STATE COLLEGES FY2018 Proposed Tuition, Fees, Room & Board (simplified presentation)

#### **Maximum** Full Time Undergraduate Tuition

	Proposed	Proposed				
	FY2018	\$ Change	% Change	FY2017		
CCV (per credit hour)						
Vermonter	261	8	3.2%	253		
Non-Vermonter	522	16	3.2%	506		
Contlator Huberoutte						
Castleton University						
Regular programs	40.070	004	0.40/	40.040		
Vermonter	10,872	624	6.1%	10,248		
Non-Vermonter	26,424	768	3.0%	25,656		
<u>Nursing</u>						
Vermonter	14,208	888	6.7%	13,320		
Non-Vermonter	26,424	(2,304)	-8.0%	28,728		
Johnson State College						
Vermonter	10,632	408	4.0%	10,224		
Non-Vermonter	23,592	912	4.0%	22,680		
Lyndon State College						
Vermonter	10,632	408	4.0%	10,224		
Non-Vermonter	22,800	888	4.1%	21,912		
Vermont Technical College						
Regular programs						
Vermonter	13,512	552	4.3%	12,960		
Non-Vermonter	25,824	1,032	4.2%	24,792		
International	29,688	1,200	4.2%	28,488		
Dental Hygiene	20,000	.,200	/ 0	20, 100		
Vermonter	16,920	696	4.3%	16,224		
Non-Vermonter	26,448	1,056	4.2%	25,392		
International	30,312	1,224	4.2%	29,088		
Nursing	30,012	1, <b>22</b> -T	T. <b>2</b> /0	20,000		
Vermonter	14,184	576	4.2%	13,608		
Non-Vermonter	29,928	1,200	4.2%	28,728		
International	33,792	1,368	4.2%	32,424		
	, -	,		,		

4.0%

#### **Notes**

**VSC SYSTEM AVERAGE** 

- 1. Per credit rates are full time divided by 24, unless otherwise noted.
- 2. Non-Vermonter includes students who do not meet VT residency requirements, except for those in special programs with individually identified rates.
- 3. New England Board of Higher Education Board (NEBHE) rate is 150% of Vermonter rate (except CCV, for which NEBHE rate equals the Vermonter rate).
- 4. JSC and VTC Online rates are same as Vermonter rate for all students.

## VERMONT STATE COLLEGES FY2018 Proposed Tuition, Fees, Room & Board (simplified presentation)

#### **Maximum** Full Time Graduate Tuition

	Proposed			
	FY2018	\$ Change	% Change	FY2017
Castleton University				
Vermonter	14,400	4,500	45.5%	9,900
Non-Vermonter	14,400	0	0.0%	14,400
Johnson State College				
Vermonter	10,296	396	4.0%	9,900
Non-Vermonter	14,976	576	4.0%	14,400
Lyndon State College				
Vermonter	10,134	396	4.1%	9,738
Non-Vermonter	21,312	828	4.0%	20,484
Vermont Technical College				
Vermonter	12,672	522	4.3%	12,150
Non-Vermonter	24,228	990	4.3%	23,238
International	27,828	1,116	4.2%	26,712

#### **Notes**

- 1. Per credit and summer rates are full time divided by 18.
- 2. Non-Vermonter includes students who do not meet VT residency requirements, except for those in special programs with individually identified rates.
- 3. New England Board of Higher Education Board (NEBHE) rate is 150% of Vermonter rate.

# VERMONT STATE COLLEGES FY2018 Proposed Tuition, Fees, Room & Board (simplified presentation)

#### Fees, Room & Board

	Proposed FY2018	\$ Change	% Change	FY2017
Individual Service Fees:				
Set by Board				
Application	51	2	4.1% all	49
Graduation	98	3	3.2% all	95
Late Registration	64	2	3.2% all	62
Student Activity Fee	278	8	3.0% /yr	270
Change of Program or Course	25	1	4.2% all	24
(after normal drop/add period)				
Facilities Fee	820	24	3.0% /yr	796
Set by Colleges Orientation/Basic Skills Testing/Asses Course Fees Partial Payment Penalty Fees	sment	(can be adju as necessar	sted for inflation y)	
Room Rates:				
Double Room	6,128	180	3.0% /yr	5,948
Premium for a Single Room	1,634	48	3.0% /yr	1,586
Reduction for Tripling	(626)	(18)	3.0% /yr	(608)
Single Room Suite	8,538	252	3.0% /yr	8,286
Board Rates:				
Gold Plan/unlimited meals with \$100/y	r 4,162	122	3.0% /yr	4,040
Base plan/12 meals/wk with \$150/yr ir	4,008	118	3.0% /yr	3,890
8 meals/wk with \$220/yr in DB	3,854	114	3.0% /yr	3,740

### VERMONT STATE COLLEGES Tuition, Fees, Room & Board Rates for FY2017

#### UNDERGRADUATE TUITION

ITIONS:								
0014	MUNITY COLL FOR OF VERMONT	FY2017	\$ Change	% Change	FY2016	\$ Change	% Change	FY2015
	MUNITY COLLEGE OF VERMONT Per-Credit Hour Rate:							
-	Vermonter	253	7	2.85%	246	7	2.93%	239
	Non-Vermonter	506	14	2.85%	492	14	2.93%	478
	NEBHE (150% Vermonter rate)	380	10	2.70%	370	11	3.06%	359
	International (Non Vermonter rate)	506	14	2.85%	492	14	2.93%	478
CAST	ILETON UNIVERSITY							
<u> </u>	Full time rate:							
	Vermonter	10,248	0	0.00%	10,248	480	4.91%	9,768
	Non-Vermonter	25,656	0	0.00%	25,656	1,224	5.01%	24,432
	NEBHE (150% Vermonter rate) International (150% Vermonter rate)	15,408 15,408	0	0.00% 0.00%	15,408 15,408	744 744	5.07% 5.07%	14,664 14,664
	Per-Credit Hour Rate							
<u>-</u>	Vermonter	427	0	0.00%	427	20	4.91%	407
	Non-Vermonter	1,069	0	0.00%	1,069	51	5.01%	1,018
	NEBHE (150% Vermonter rate)	642	0	0.00%	642	31	5.07%	611
	International (150% Vermonter rate)	642	0	0.00%	642	31	5.07%	611
<u>s</u>	Summer Sessions							
	Vermonter	427	0	0.00%	427	20	4.91%	407
	Non-Vermonter (150% Vermonter rate)	642	0	0.00%	642	31	5.07%	611
	NEBHE (150% Vermonter rate)	642	0	0.00%	642	31	5.07%	611
	International (150% Vermonter rate)	642	0	0.00%	642	31	5.07%	611
<u>1</u>	Nursing:							
<u> </u>	Full time rate:							
	Vermonter	13,320	0	0.00%	13,320	624	4.91%	12,696
	Non-Vermonter	28,728	0	0.00%	28,728	1,368	5.00%	27,360
	NEBHE (150% Vermonter rate)	20,016	0	0.00%	20,016	960	5.04%	19,056
	International (150% Vermonter rate)	20,016	0	0.00%	20,016	960	5.04%	19,056
<u> </u>	Per-Credit Hour Rate							
	Vermonter	555	0	0.00%	555	26	4.91%	529
	Non-Vermonter	1,197	0	0.00%	1,197	57	5.00%	1,140
	NEBHE (150% Vermonter rate)	834	0	0.00%	834	40	5.04%	794
	International (150% Vermonter rate)	834	0	0.00%	834	40	5.04%	794
<u>s</u>	Summer Sessions							
	Vermonter	555	0	0.00%	555	26	4.91%	529
	Non-Vermonter (150% Vermonter rate)	834	0	0.00%	834	40	5.04%	794
	NEBHE (150% Vermonter rate)	834	0	0.00%	834	40	5.04%	794
	International (150% Vermonter rate)	834	0	0.00%	834	40	5.04%	794
	NSON STATE COLLEGE							
<u> </u>	Full time rate:	,						
	Vermonter	10,224	240	2.40%	9,984	384	4.00%	9,600
	Non-Vermonter	22,680	0	0.00%	22,680	1,080	5.00%	21,600
	NEBHE (150% Vermonter rate) International (Non Vermonter rate)	15,336 22,680	360 0	2.40% 0.00%	14,976 22,680	576 1,080	4.00% 5.00%	14,400 21,600
	mondadia (Non Vollione)	22,000	Ü	0.0070	22,000	1,000	0.0070	21,000
<u> </u>	Per-Credit Hour Rate							
	Vermonter	426	10	2.40%	416	16	4.00%	400
	Non-Vermonter	945	0	0.00%	945	45	5.00%	900
	NEBHE (150% Vermonter rate) International (Non Vermonter rate)	639 945	15 0	2.40% 0.00%	624 945	24 45	4.00% 5.00%	600 900
5	Summer Sessions							
_	Vermonter	426	10	2.40%	416	16	4.00%	400
	Non-Vermonter (150% Vermonter rate)	639	15	2.40%	624	24	4.00%	600
	NEBHE (150% Vermonter rate)	639	15	2.40%	624	24	4.00%	600
	International (150% Vermonter rate)	639	15	2.40%	624	24	4.00%	600

YNDON STATE COLLEGE							
Full time rate:	40.004	040	0.400/	0.004	000	0.070/	0.000
Vermonter Non-Vermonter	10,224 21,912	240 528	2.40% 2.47%	9,984 21,384	288 624	2.97% 3.01%	9,696 20,760
NEBHE (150% Vermonter rate)	15,336	360	2.40%	14,976	432	2.97%	14,544
International (Non Vermonter rate)	21,912	528	2.47%	21,384	624	3.01%	20,760
Per-Credit Hour Rate							
Vermonter	426	10	2.40%	416	12	2.97%	404
Non-Vermonter	913	22	2.47%	891	26	3.01%	865
NEBHE (150% Vermonter rate)	639	15	2.40%	624	18	2.97%	606
International (Non Vermonter rate)	913	22	2.47%	891	26	3.01%	865
Summer Sessions							
Vermonter	426	10	2.40%	416	12	2.97%	404
Non-Vermonter (150% Vermonter rate)	639	15	2.40%	624	18	2.97%	606
NEBHE (150% Vermonter rate) International (150% Vermonter rate)	639 639	15 15	2.40% 2.40%	624 624	18 18	2.97% 2.97%	606 606
international (150% vermonter rate)	039	15	2.40%	024	10	2.91 76	000
ERMONT TECHNICAL COLLEGE							
Full time rate:							
Vermonter	12,960	504	4.05%	12,456	600	5.06%	11,856
Non-Vermonter	24,792	960	4.03%	23,832	1,128	4.97%	22,704
NEBHE (150% Vermonter rate)	19,440	768	4.11%	18,672	888	4.99%	17,784
International (Non Vermonter rate)	28,488	4,656	19.54%	23,832	1,128	4.97%	22,704
Rates for Part-Time & Extra Credits over 12							
Vermonter	540	21	4.05%	519	25	5.06%	494
Non-Vermonter	1,033	40	4.03%	993	47	4.97%	946
NEBHE (150% Vermonter rate) International (Non Vermonter rate)	810 1,187	32 194	4.11% 19.54%	778 993	37 47	4.99% 4.97%	741 946
,	, -						
<u>Summer Sessions</u> Vermonter	540	21	4.05%	519	25	5.06%	494
Non-Vermonter (150% Vermonter rate)	810	32	4.11%	778	37	4.99%	741
NEBHE (150% Vermonter rate)	810	32	4.11%	778	37	4.99%	741
International (Non Vermonter rate)	1,187	194	19.54%	993	47	4.97%	946
Dental Hygiene:							
Full time rate:							
Vermonter	16,224	624	4.00%	15,600	744	5.01%	14,856
Non-Vermonter NEBHE	25,392	984	4.03%	24,408	1,152 912	4.95%	23,256
International (Non Vermonter rate)	24,336 29,088	5,016 4,680	25.96% 19.17%	19,320 24,408	1,152	4.95% 4.95%	18,408 23,256
international (Non-Vernionter rate)	23,000	4,000	13.17 /0	24,400	1,102	4.5570	20,200
Per-Credit Hour Rate	070	00	4.000/	050	04	F 040/	040
Vermonter Non-Vermonter	676 1,058	26 41	4.00% 4.03%	650 1.017	31 48	5.01% 4.95%	619 969
NEBHE	1,056	209	4.03% 25.96%	1,017 805	46 38	4.95% 4.95%	767
International (Non Vermonter rate)	1,212	195	19.17%	1,017	48	4.95%	969
Ourse Occasions							
Summer Sessions Vermonter	676	26	4.00%	650	31	5.01%	619
Non-Vermonter	1,014	209	25.96%	805	38	4.95%	767
NEBHE	1,014	209	25.96%	805	38	4.95%	767
International (Non Vermonter rate)	1,212	195	19.17%	1,017	48	4.95%	969
Nursing:							
Full time rate:							
Vermonter	13,608	528	4.04%	13,080	624	5.01%	12,456
Non-Vermonter NEBHE	28,728 20,424	4,320	17.70%	24,408	1,152	4.95% 4.95%	23,256
International (Non Vermonter rate)	32,424	1,104 8,016	5.71% 32.84%	19,320 24,408	912 1,152	4.95%	18,408 23,256
Por One diff. Haven Ports							
Per-Credit Hour Rate Vermonter	567	22	4.04%	545	26	5.01%	519
Non-Vermonter	1,197	180	17.70%	1,017	48	4.95%	969
NEBHE	851	46	5.71%	805	38	4.95%	767
International (Non Vermonter rate)	1,351	334	32.84%	1,017	48	4.95%	969
Summer Sessions							
Vermonter	567	22	4.04%	545	26	5.01%	519
Non-Vermonter	851	46	5.71%	805	38	4.95%	767
NEBHE International (Non Vermonter rate)	851 1,351	46 334	5.71% 32.84%	805 1,017	38 48	4.95% 4.95%	767 969
international (Non-verificitie)	1,331	334	JZ.04 70	1,017	40	₩.3070	909
Online:							

Online:

Full Time Rate:
All Students

All Students 12,960

#### GRADUATE TUITION

	FY2017	\$ Chan	ge %	Change	FY2016	\$ Change	% Change	FY2015
CASTLETON UNIVERSITY Full time rate (up to 12 credits):								
Vermonter	9,900		0	0.00%	9,900	0	0.00%	9,900
Non-Vermonter	14,400		0	0.00%	14,400	0	0.00%	14,400
Rates for Part-Time & Extra Credits over 12								
Vermonter Non-Vermonter	550 800		0	0.00% 0.00%	550 800	0	0.00% 0.00%	550 800
MOUL-A GILLIOLITGE	000		U	0.0076	000	U	0.00 /6	000
Summer Sessions	EEO		0	0.000/	FFO	0	0.000/	EEO
Vermonter Non-Vermonter	550 800		0	0.00% 0.00%	550 800	0	0.00% 0.00%	550 800
JOHNSON STATE COLLEGE								
Full time rate (up to 12 credits):								
Vermonter Non-Vermonter	13,200 19,200	(8,59	12 32)	2.42% -30.92%	12,888 27,792	624 1,320	5.09% 4.99%	12,264 26,472
	,	(-,-	/		,	.,		,
Rates for Part-Time & Extra Credits over 12  Vermonter	550		13	2.42%	537	26	5.09%	511
Non-Vermonter	800		58)	-30.92%	1,158	55	4.99%	1,103
Summer Seccions								
<u>Summer Sessions</u> Vermonter	550		13	2.42%	537	26	5.09%	511
Non-Vermonter (150% Vermonter rate)	825	:	20	2.48%	805	38	4.95%	767
LYNDON STATE COLLEGE								
Full time rate (up to 12 credits):  Vermonter	12,984	3.	12	2.46%	12,672	600	4.97%	12,072
Non-Vermonter	27,312		0	0.00%	27,312	1,296	4.98%	26,016
NEBHE (150% Vermonter rate) International (Non Vermonter rate)	19,488 27,312	4	56 0	2.40% 0.00%	19,032 27,312	912 1,296	5.03% 4.98%	18,120 26,016
international (Non-Vermonter rate)	21,312		U	0.00%	21,312	1,290	4.90%	20,010
Rates for Part-Time & Extra Credits over 12	E44		10	0.460/	F20	25	4.070/	F02
Vermonter Non-Vermonter	541 1,138		13 0	2.46% 0.00%	528 1,138	25 54	4.97% 4.98%	503 1,084
NEBHE (150% Vermonter rate)	812		19	2.40%	793	38	5.03%	755
International (Non Vermonter rate)	1,138		0	0.00%	1,138	54	4.98%	1,084
Summer Sessions								
Vermonter Non-Vermonter (150% Vermonter rate)	541 812		13 19	2.46% 2.40%	528 793	25 38	4.97% 5.03%	503 755
NEBHE (150% Vermonter rate)	812		19	2.40%	793	38	5.03%	755
International (150% Vermonter rate)	812		19	2.40%	793	38	5.03%	755
VERMONT TECHNICAL COLLEGE Full time rate (up to 12 credits):								
Vermonter	16,200	n/a	n/a	a	n/a	n/a	n/a	n/a
Non-Vermonter	30,990		n/a		n/a	n/a	n/a	n/a
NEBHE (150% Vermonter rate) International (Non Vermonter rate)	24,300 35,615		n/a n/a		n/a n/a	n/a n/a	n/a n/a	n/a n/a
,	00,010	11/4	11/0	-	11/4	174	11/4	11/4
Rates for Part-Time & Extra Credits over 12  Vermonter	675	n/a	n/c		n/a	n/a	n/a	n/a
Non-Vermonter	1,291		n/a n/a		n/a n/a	n/a n/a	n/a n/a	n/a
NEBHE (150% Vermonter rate)	1,013		n/a		n/a	n/a	n/a	n/a
International (Non Vermonter rate)	1,484	n/a	n/a	3	n/a	n/a	n/a	n/a
Summer Sessions								
Vermonter Non-Vermonter (150% Vermonter rate)	675 1,013		n/a n/a		n/a n/a	n/a n/a	n/a n/a	n/a n/a
NEBHE (150% Vermonter rate)	1,013		n/a		n/a	n/a	n/a	n/a
International (150% Vermonter rate)	1,013	n/a	n/a	а	n/a	n/a	n/a	n/a

### VERMONT STATE COLLEGES FEES, ROOM and BOARD RATES

	FY2017	\$ Change	% Change	FY2016	\$ Change	% Change	FY2015
INDIVIDUAL SERVICE FEES							
Set by Board							
Application	49	1	2.08% all	48	1	2.13% all	47
Graduation	95	3	3.26% all	92	3	3.37% all	89
Late Registration	62	2	3.33% all	60	2	3.45% all	58
Student Activity Fee	270	8	3.05% /yr	262	8	3.15% /yr	254
Change of Program or Course	24	1	4.35% all	23	1	4.55% all	22
(after normal drop/add period)							
CSC Facilities Fee	796	24	3.11% /yr	772	22	2.93% /yr	750
JSC Facilities Fee	796	24	3.11% /yr	772	22	2.93% /yr	750
LSC Facilities Fee	796	24	3.11% /yr	772	22	2.93% /yr	750
VTC Facilities Fee	796	24	3.11% /yr	772	22	2.93% /yr	750
Set by Colleges							
Orientation/Basic Skills Testing/Assessment	(can be adju	sted for inflat	ion				
Course Fees	as necessar		.1011				
Partial Payment	as necessar	y)					
Penalty Fees							
1 charty 1 ccs							
ROOM RATES:							
Double Room	5,948	174	3.01% /yr	5,774	169	3.01% /yr	5,606
Premium for a Single Room	1,586	46	2.99% /yr	1,540	46	3.08% /yr	1,494
Reduction for Tripling	(608)	(19)	3.22% /yr	(590)	(17)	2.96% /yr	(574)
Single Room Suite	8,286	243	3.02% /yr	8,044	234	3.00% /yr	7,810
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BOARD RATES:							
Gold Plan/unlimited meals with \$100/yr in DB	4.040	118	3.01% /yr	3,922	114	2.99% /yr	3,808
Base plan/12 meals/wk with \$150/yr in DB	3.890	114	3.02% /yr	3.776	110	3.00% /yr	3,666
8 meals/wk with \$220/yr in DB	3.740	111	3.06% /yr	3,630	106	3.01% /yr	3,524
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