

EMPLOYEE BENEFITS and Related Expenses

DEPARTMENT MISSION

We partner with customer departments to maximize their human resources so they can deliver the greatest possible level of services to our citizens.

PROGRAM DESCRIPTION

Employee Benefits

Responsible for the delivery and administration of the City's employee and retiree medical benefits programs.

OBJECTIVES FOR FY 2004-2005

- Develop and recommend strategies to ensure ongoing viability of the employee benefits plans
- Provide employees and retirees with more choices for their health benefits
 - three deductible options - \$300, \$1,000, and \$3,000 (new)
 - two coverage level options – 80% and 70% (new)

MAJOR BUDGET ITEMS

- Increase City subsidy for employee/retiree health care benefits program by \$10 million.
- Transfer 22.0 FTEs and \$1,124,076 for Human Resources Information System and payroll support to General Fund
- Delete 0.4 Overtime FTE
- Delete 0.9 Temporary FTE

EMPLOYEE BENEFITS and Related Expenses

	FY 2002-03 Actual	FY 2003-04 Budget	FY 2003-04 Estimate	FY 2004-05 Adopted
BEGINNING FUND BALANCE	5,287,446	252,000	252,000	(9,599,313)
REVENUES				
Employee Contributions (1)	20,922,377	32,031,637	21,615,504	29,137,089
Retiree Contributions	14,438,456	19,480,673	14,727,749	20,100,000
City Contributions (2)	48,937,540	37,605,206	48,646,390 *	46,600,000
City Contributions > 65 Retirees	0	822,000	822,000	0
Interest and Other	301,632	1,150,000	29,124	301,287
TOTAL REVENUES	84,600,005	91,089,516	85,840,767	96,138,376
EXPENDITURES (By Program)				
Health Benefits	80,645,220	80,692,692	86,854,034	88,375,259
Life Insurance	3,668,991	3,560,000	3,330,582	3,500,000
Vision Services (3)	594,216	545,000	514,635	535,000
Dental Services (3)	1,967,806	1,805,000	1,738,278	1,750,000
Voluntary Services (3)	337,836	300,000	356,436	350,000
Short-Term Disability	288,976	200,000	125,000	0
Administration	2,132,406	2,786,582	2,773,115	1,633,269
TOTAL EXPENDITURES	89,635,451	89,889,274	95,692,080	96,143,528
ENDING FUND BALANCE ⁽⁴⁾	252,000	1,452,242	(9,599,313)	(9,604,465)
EXPENDITURES (By Category)				
Salaries and Benefits	972,689	1,427,827	1,427,827	297,746
Supplies and Materials	18,420	21,679	21,679	22,700
Other Services and Charges	88,644,342	88,439,768	94,242,574	95,823,082
Capital Outlays	0	0	0	0
Reimbursements	0	0	0	0
TOTAL	89,635,451	89,889,274	95,692,080	96,143,528

Note 1 - Employee revenues for health, life insurance, voluntary benefits and DCAP & EMSP included

Note 2* - FY 2003-04 Estimate revenue reflects an \$11,000,000 surcharge to customer departments

Note 3 - Expenditures are fully offset by participant's contributions

Note 4 - Includes liabilities of \$12.8 million for incurred but not reported claims expected to be paid in the following year. The Adopted budget includes funding to pay these claims.

EMPLOYEE BENEFITS and Related Expenses

	FY 2002-03 Actual	FY 2003-04 Budget	FY 2003-04 Estimate	FY 2004-05 Adopted
FTEs (By Type)				
Regular	27.0	27.0	27.0	5.0
Overtime	0.0	0.4	0.0	0.0
Temporary Help	0.0	0.9	0.0	0.0
Day Labor	0.0	0.0	0.0	0.0
TOTAL	27.0	28.3	27.0	5.0
FTEs (By Program)				
Employee Benefits	27.0	28.3	27.0	5.0
TOTAL	27.0	28.3	27.0	5.0

EMPLOYEE BENEFITS FUNDS	96,143,528
ADDITIONAL OPERATING RESOURCES	
NONE	0
TOTAL	0
TOTAL OPERATING RESOURCES	96,143,528

