

# **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 2002-2003**

- Develop and recommend strategies to ensure ongoing viability of the employee benefits plans
- Conduct a contract compliance and performance audit of the Third Party Administration of medical claims processing

## **MAJOR BUDGET ITEMS**

- Add 12.0 regular FTEs and \$544,203 to consolidate citywide payroll and personnel functions (offset by reductions in the departments) through implementation of new Human Resources Information System
- Save \$300,000 from amendment to Health Benefits Third Party Administrative contract
- Save over \$7,000,000 through changes in Employee Health Benefits Plan and premium adjustments
- Continue the \$282,418 and 5.0 regular FTEs FY 2001-02 mid-year reduction of the April 2002 reduction in force (1 Office Assistant II and 4 Benefit Specialist H)
- Delete 1.0 regular FTE for Accounts Payable consolidation

## EMPLOYEE BENEFITS and Related Expenses

	FY 2000-01 Actual	FY 2001-02 Budget	FY 2001-02 Estimate	FY 2002-03 Adopted
<b>BEGINNING FUND BALANCE</b>	23,460,094	7,592,242	7,592,242	7,098,923
<b>REVENUES</b>				
Employee Contributions	14,988,028	13,360,505	16,238,415	20,764,631
Retiree Contributions	10,388,038	10,492,913	11,082,764	13,544,527
City Contributions	35,105,580	53,956,657	48,565,412	52,617,003
Interest and Other	1,881,028	2,950,000	1,250,371	1,500,000
<b>TOTAL REVENUES</b>	62,362,674	80,760,075	77,136,962	88,426,161
<b>EXPENDITURES (By Program)</b>				
Health Benefits	68,758,411	70,131,117	69,809,695	87,280,590
Life Insurance	4,001,442	3,356,628	3,135,375	3,200,000
Vision Services	560,930	0	748,583	530,716
Dental Services	1,331,819	0	1,283,361	1,783,400
Training and Development	0	0	0	0
Short-Term Disability	322,711	224,209	324,491	320,000
Administration	3,255,213	2,509,290	2,328,776	2,290,948
<b>TOTAL EXPENDITURES</b>	78,230,526	76,221,244	77,630,281	95,405,654
<b>ENDING FUND BALANCE</b>	7,592,242	12,131,073	7,098,923	119,430
<b>EXPENDITURES (By Category)</b>				
Salaries and Benefits	1,450,204	805,094	770,510	1,070,609
Supplies and Materials	68,272	68,032	6,810	28,379
Other Services and Charges	76,713,858	75,348,118	76,852,961	94,306,666
Capital Outlays	0	0	0	0
Reimbursements	(1,808)	0	0	0
<b>TOTAL</b>	78,230,526	76,221,244	77,630,281	95,405,654

## EMPLOYEE BENEFITS and Related Expenses

	FY 2000-01 Actual	FY 2001-02 Budget	FY 2001-02 Estimate	FY 2002-03 Adopted
<b>FTEs (By Type)</b>				
Regular	25.3	13.0	11.4	19.0
Overtime	0.4	0.4	0.1	0.4
Temporary Help	1.4	0.9	0.3	0.9
Day Labor	0.0	0.0	0.0	0.0
<b>TOTAL</b>	27.1	14.3	11.8	20.3
<b>FTEs (By Program)</b>				
Employee Benefits	27.1	14.3	11.8	20.3
<b>TOTAL</b>	27.1	14.3	11.8	20.3

<b>EMPLOYEE BENEFITS FUNDS</b>	<b>95,405,654</b>
<b>ADDITIONAL OPERATING RESOURCES</b>	
NONE	0
<b>TOTAL</b>	<b>0</b>
<b>TOTAL OPERATING RESOURCES</b>	<b>95,405,654</b>

