

FISCAL YEAR 2007 BUDGET

Fund Summary

Fund Name : Long Term Disability
Department Name : Human Resources
Fund/Department No. : 926 / 80

	<u>FY2006 BUDGET</u>	<u>FY2006 ESTIMATE</u>	<u>FY2007 BUDGET</u>
Beginning Fund Balance	16,203	16,203	20,000
Current Revenues	<u>2,248,009</u>	<u>2,442,679</u>	<u>2,312,079</u>
Total Available Resources	<u>2,264,212</u>	<u>2,458,882</u>	<u>2,332,079</u>
Maintenance and Operations	<u>2,438,009</u>	<u>2,438,882</u>	<u>2,312,079</u>
Total Expenditures	2,438,009	2,438,882	2,312,079
Planned Ending Fund Balance	<u>(173,797)</u>	<u>20,000</u>	<u>20,000</u>
Total Budget	<u>2,264,212</u>	<u>2,458,882</u>	<u>2,332,079</u>

The long term disability plan is a self insured program which is accounted for as an internal service fund. The plan was established in 1985 and modified several times since then. The most recent change occurred in 2001 when classified police officers were removed from the plan as a result of Meet and Confer negotiations which replaced their disability insurance with a Paid Time Off (PTO) program.

The plan is actuarially funded, which means that each year's expenditures are a combination of current payments to disabled employees and an amount needed to ensure the long term financial soundness of the fund. An independent actuary makes a determination of the most likely future trends in expenditures and investment return and suggests an appropriate contribution.

Each new permanent full time employee (other than classified police officers) is eligible for LTD coverage 2 ½ years after their start date. The Human Resources Department administers the plan and coordinates benefits to disabled employees in a way to avoid possible duplication of benefits with other insurance programs.

Like all internal service funds, the Long Term Disability Fund derives its revenue from transfers from other city departments, through premium charges contained in each department's budget (expense code 1420). These premium charges cover the actuarially-determined contributions as discussed above plus an amount for third party administrative fees.

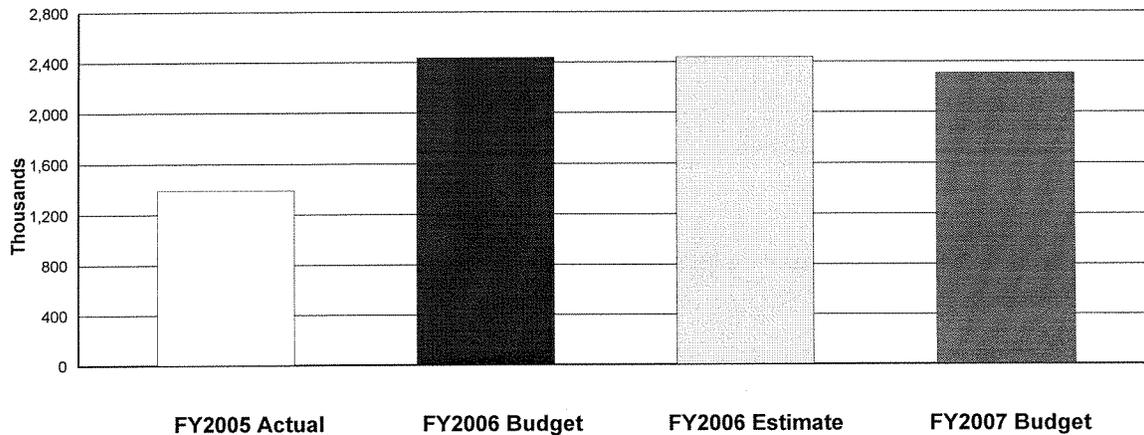
FISCAL YEAR 2007 BUDGET

Department Budget Summary

Fund Name : Long Term Disability
Department Name : Human Resources
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		<u>FY2005 Actual</u>	<u>FY2006 Budget</u>	<u>FY2006 Estimate</u>	<u>FY2007 Budget</u>
Expenditure Summary	Other Services and Charges	1,393,246	2,438,009	2,438,882	2,312,079
	Total M & O Expenditures	1,393,246	2,438,009	2,438,882	2,312,079
	Debt Service & Other Uses	0	0	0	0
	Total Expenditures	1,393,246	2,438,009	2,438,882	2,312,079
Revenue Summary		1,315,013	2,248,009	2,442,679	2,312,079
Staffing Summary	Full-Time Equivalents - Civilian	0.0	0.0	0.0	0.0
	Full-Time Equivalents - Classified	0.0	0.0	0.0	0.0
	Total	0.0	0.0	0.0	0.0
	Full-Time Equivalents-Overtime	0.0	0.0	0.0	0.0
Budget Highlights	<ul style="list-style-type: none"> o The FY2007 Budget continues funding on a full accrual basis supported by actuarial valuation and includes benefits for individuals receiving workers compensation and eligible applicants in the Long Term Disability (LTD) program. o Contributions from City departments are based on contribution rate of \$13.22/month per employee . The eligible employee base is estimated at 13,030. 				

**Long Term Disability
Human Resources
Expenditure Summary**



Department Program Summary

Fund Name : Long Term Disability
Department Name : Human Resources
Fund/Department No. : 926 / 80

Program Description	Program Objectives
<p>Long Term Disability 1500</p> <p>Administer, analyze, and fund the City's Long Term Disability Plan for eligible employees.</p>	<p>Process long-term disability claims for eligible employees. The claim costs are actuarially determined.</p>

FISCAL YEAR 2007 BUDGET

Department Program Summary									
Fund Name : Long Term Disability									
Department Name : Human Resources									
Fund/Department No. : 926 / 80									
Program Performance Measures	FY2005 Actual			FY2006 Estimate			FY2007 Budget		
	Program Activities	Budget FTEs	Program Costs \$	Program Activities	Budget FTEs	Program Costs \$	Program Activities	Budget FTEs	Program Costs \$
Manage LTD claimants		197			220			230	
Actuarial valuation		1			1			1	
		0.0	1,393,246		0.0	2,438,882		0.0	2,312,079
Total		<u>0.0</u>	<u>1,393,246</u>		<u>0.0</u>	<u>2,438,882</u>		<u>0.0</u>	<u>2,312,079</u>

FISCAL YEAR 2007 BUDGET

Department Revenue Summary

Fund Name : Long Term Disability
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Source	Description	Program Org	Program Name	FY2006 Budget	FY2006 Estimate	FY2007 Budget
7356	Interfund Billing-Ltdisability	1500	Long Term Disability	2,090,009	2,242,679	2,067,079
8300	Interest On Pooled Investments	1500	Long Term Disability	158,000	200,000	245,000
Total Human Resources				<u>2,248,009</u>	<u>2,442,679</u>	<u>2,312,079</u>

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ACCT	DESCRIPTION	FY2005 Actual	FY2006 Budget	FY2006 Estimate	FY2007 Budget
3200	Claims Payment Services	141,501	155,000	155,000	160,000
3250	Employee Medical Claims	1,240,245	2,271,509	2,272,382	2,140,579
3335	Management Consulting Services	11,500	11,500	11,500	11,500
Total Other Services and Charges		<u>1,393,246</u>	<u>2,438,009</u>	<u>2,438,882</u>	<u>2,312,079</u>
Grand Total Expenditures		<u><u>1,393,246</u></u>	<u><u>2,438,009</u></u>	<u><u>2,438,882</u></u>	<u><u>2,312,079</u></u>