Fund Summary

Fund Name : **Health Benefits**
Business Area Name : **Human Resources**
Fund No./Bus. Area No. : **9000 / 8000**

	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
Beginning Fund Balance	852,408	852,408	**4,053,423**
Current Revenues	315,094,602	312,127,940	**333,486,570**
Total Available Resources	315,947,010	312,980,348	**337,539,993**
Maintenance and Operations	312,471,408	308,926,925	**333,933,232**
Total Expenditures	312,471,408	308,926,925	**333,933,232**
Planned Ending Fund Balance	3,475,602	4,053,423	**3,606,761**
Total Budget	315,947,010	312,980,348	**337,539,993**

The above summarizes FY2010 Current Budget, FY2010 Estimate, and the FY2011 Budget for the Health Benefits Fund. Also included are the beginning and ending fund balances, total available resources and total expenditures.

Implemented in 1994, the health benefits delivery system continues to employ aggressive managed care features. The City's current health benefits model is a combination of Health Maintenance Organization (HMO), a Preferred Provider Organization (PPO) Program and five vendors Medicare Advantage Programs (7 plans). These plans are supported by contributions from the City and subscribers. The Fund also includes two dental plans, funded entirely by participants, a dental health maintenance organization (DHMO) and dental indemnity plan. Basic Life Insurance is paid for by the City and Voluntary Life Insurance is paid for by the subscribers. Healthcare Flexible Spending Account (FSA) in addition to the Dependent Care Account is also in the Health Benefits Fund. Employees and the City benefit from the pre-tax advantages.

Health Coverage

The City has contracted with HMO Blue Texas (HMOBTX) to provide health benefits for employees and retirees since May 1994. Effective May 1, 2006, the City awarded HMO Blue Texas a new three year contract with two one year renewal options. HMOBTX provides a fully insured HMO Plan and administers the City's self-insured PPO program. Approximately 96% of the City's employees are enrolled in the HMO plan. Plan costs are proscribed by formula. The contribution ratio is 72%/28% in aggregate with the City contributing 72%. Effective January 1, 2010, the City awarded a one year contract with four one year renewal options effective January through December to Texan Plus, Texas HealthSpring, Aetna (PPO Plan), Kelsey (HMO & POS Plans) and United Health Care. Effective January 1, 2010 the City has extended a one year renewal option to Aetna (PFFS Plan). These programs provide 7 plans under $100/monthly to Medicare eligible retirees with economical cost effective medical coverage.

Dental Insurance

Effective May 1, 2006, the City awarded a three year contract with two one year renewal options to United Healthcare Insurance Company to provide dental benefits for employees and retirees. Participants pay the full cost for the coverage. The City retained the current plan model: a managed care (DHMO) plan and an indemnity plan with an underlying network of dentists with discounted fees. There is no cost to the City for the dental program. Plan participants pay the full premium. FY2011 DHMO rates will remain the same and indemnity rates will increase by 9%.

Life Insurance

Effective October 1, 2008, the City awarded a three year contract with two one year renewal options to Standard Insurance Company. Standard offered the most competitive proposal to improve benefits and reduced the basic life insurance premium rate by 54%. Under such contract, the Basic Coverage is one times basic salary of the employee and the rates are guaranteed for three years and extended for the two optional years. Premiums for Basic Coverage are paid for by the City, with employees funding Voluntary Coverage.

Business Area Budget Summary

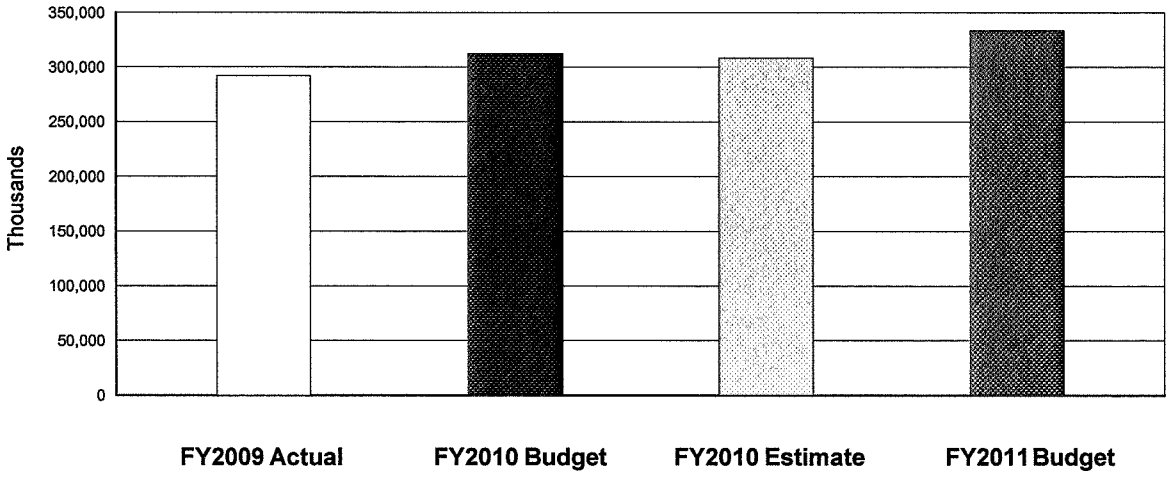
Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus. Area No. : 9000 / 8000

		FY2009 Actual	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
Expenditures	Personnel Services	2,617,161	3,274,747	2,911,666	**3,375,966**
	Supplies	71,366	108,590	64,570	**110,790**
	Other Services and Charges	289,255,884	309,061,171	305,939,439	**330,433,026**
	Equipment	5,879	0	0	**0**
	Non-Capital Equipment	6,230	26,900	11,250	**13,450**
	Total M & O Expenditures	291,956,520	312,471,408	308,926,925	**333,933,232**
	Debt Service & Other Uses	0	0	0	**0**
	Total Expenditures	291,956,520	312,471,408	308,926,925	**333,933,232**
Revenues		289,217,841	315,094,602	312,127,940	**333,486,570**
Staffing	Full-Time Equivalents - Civilian	39.0	45.8	42.3	**46.3**
	Full-Time Equivalents - Classified	0.0	0.0	0.0	**0.0**
	Full-Time Equivalents - Cadets	0.0	0.0	0.0	**0.0**
	Total	39.0	45.8	42.3	**46.3**
	Full-Time Equivalents - Overtime	0.2	0.0	0.0	**0.1**

Significant Budget Changes and Highlights

- o Continue to explore options to mitigate cost to City and Subscribers.
- o Maintain a 72/28% aggregate contribution ratio, City/Subscribers.
- o Promote Medicare Advantage Plans to retirees.
- o Change in City's share of contribution to retirees.
- o Promote the Flexible Spending Accounts.
- o Release Request for Proposals for Health and Dental Insurance, perform due diligence and recommend viable proposers.
- o The FY2011 Budget provides funding for the Hope 3% increase ($68,366) and 1.25% Pay for Performance increase ($49,669).

Health Benefits
Human Resources
Expenditure Summary



Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Cost Center Description	Cost Center Objectives
Benefits Administration 8000120001	
Administer and analyze City-sponsored benefits for employees, retirees, and their dependents.	Maintain health benefits delivery plan, monitor contract compliance, analyze the fund's financial status, and educate employees on how to be informed consumers of their City-sponsored health and welfare plans.
Benefits Planning & Development 8000120002	
Design, analyze, and monitor City-sponsored employee Health and Welfare benefits plans. Conduct annual health benefits satisfaction surveys. Conduct annual health fair.	Design plans that address strategic goals, analyze data to predict trends, monitor vendor service to determine quality of care, and monitor quality and service of vendors and adherence to performance standards.
Employee Assistance Program 8000130001	
Offer confidential assessment, referral and short-term counseling to employees with personal concerns that may adversely affect work performance. Serve as a leader in compliance with the Drug Free Workplace Act. Provide consultation and education to supervisors/managers	Promote a productive workforce by reducing employee problems of a personal nature, train supervisors to recognize problem employees and refer to the Employee Assistance Program (EAP), and support a drug and violence free work place.
Communications 8000140001	
Communicate to employees their roles in the organization and the importance of providing excellent customer service. Improve employee morale, foster teamwork, recognize employee achievements, and inform citizens about City services.	Educate employees about providing excellent customer service; educate employees/retirees about health issues and using their benefits wisely. Organize employee recognition programs. Promote a positive image of the City and its employees to the public.
Benefits Financial/ Reporting 8000150001	
Assist in the design, maintenance, and interpretation of management reports on operational and financial matters, prepare the budget, and monitor the various benefits plans' financial impact.	Post, analyze, monitor, prepare and review financial documents associated with employee/retiree benefits and long term disability.
HMO Blue Texas 8000150002	
Health Maintenance Organization (HMO) which provides employees with a managed healthcare plan.	Provide active employees with medical coverage to promote a healthy workforce.

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Performance Measures	FY2009 Actual			FY2010 Estimate			FY2011 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Employee education meeting	665			450			**444**		
Process COBRA letters	1,349			1,500			**1,258**		
Process enrollment changes	11,345			9,500			**7,500**		
Medicare Adv Plans Enroll	267			855			**600**		
Handle employee inquires	57,991			60,000			**53,000**		
		22.5	1,876,579		24.3	2,092,895		**26.3**	**2,881,110**
Meet with vendor	12			15			**18**		
Conduct annual surveys	0			1			**1**		
Annual Health Fair	1			1			**2**		
Meet with Dental vendor	12			12			**12**		
		2.0	155,432		2.0	168,438		**4.0**	**347,274**
Supervisory training	200			375			**315**		
Assess & Refer employees	875			880			**765**		
Employees oriented/ seminar attendance	3,200			2,600			**1,537**		
		3.9	351,329		4.0	365,732		**4.0**	**389,184**
Extra Milers newsletters	4			4			**4**		
Combined Mun. Campaign	1			1			**1**		
Public Service Recognition	1			1			**1**		
Benefits Publication	16			16			**16**		
City Savvy	4			4			**4**		
		4.8	414,062		5.0	467,782		**5.0**	**478,585**
Prepare monthly financial report	12			12			**12**		
Prepare budget	1						**1**		
		5.8	668,580		7.0	757,699		**7.0**	**788,661**
Empl + 0 + Survivor Active	7,976			8,058			**8,166**		
Empl + 1 + Survivor Active	4,158			4,154			**4,232**		
Empl + 2 + Survivor Active	8,952			8,987			**9,023**		
Retirees	6,708			6,647			**6,560**		
		0.0	260,746,424		0.0	274,851,533		**0.0**	**295,922,947**

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Cost Center Description	Cost Center Objectives
Texan Plus (SelectCare of Texas) 8000150003	
Medicare Advantage Plans HMO - Type - Medicare Replacement Plans which provide retirees with alternative managed healthcare plans.	Provide retirees with economical medical options to help them better manage health care costs.
Texas HealthSprings 8000150004	
Medicare Advantage Plans HMO - Type - Medicare Replacement Plans which provide retirees with alternative managed healthcare plans.	Provide retirees with economical medical options to help them better manage health care costs.
Retiree Plan A 8000150005	
Self-insured plan which provides a schedule of fees for medical coverage to retirees.	Provide retirees with medical coverage to prevent economic hardship.
Active Employee - PPO 8000150006	
Preferred Provider Organization (PPO) plan offered to provide comprehensive medical coverage to active employees.	Provide active employees with medical coverage to promote a healthy workforce.
Retiree - PPO 8000150007	
Preferred Provider Organization (PPO) plan offered to provide comprehensive medical coverage to retirees.	Provide retirees with medical coverage to prevent economic hardship.
Dental DHMO 8000150009	
Dental Health Maintenance Organization (DHMO) which provides employees with a managed dental plan. Plan is supported entirely by participants' premiums.	Provide employees with dental coverage to promote a healthy workforce.

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Performance Measures	FY2009 Actual			FY2010 Estimate			FY2011 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Retiree Only	534			532			**568**		
Retiree + 1	234			107			**114**		
Retiree + 2	0			0			**0**		
		0.0	402,536		0.0	901,804		**0.0**	**1,375,488**
Retiree only	497			620			**653**		
Retiree + 1	211			137			**144**		
Retiree + 2 or more	1			1			**1**		
		0.0	682,623		0.0	1,049,034		**0.0**	**1,529,280**
Retiree only	10			10			**10**		
Retiree + 1	1			1			**1**		
Retiree + 2 or more	0			0			**0**		
		0.0	4,911		0.0	4,800		**0.0**	**6,579**
Empl + 0 + Survivor Active	313			309			**314**		
Empl + 1 + Survivor Active	98			95			**96**		
Empl +2 + Survivor Active	64			67			**62**		
		0.0	6,188,588		0.0	6,271,291		**0.0**	**6,958,811**
Retiree only	265			239			**265**		
Retiree + 1	84			72			**81**		
Retiree + 2 or more	3			3			**7**		
		0.0	4,538,211		0.0	3,895,307		**0.0**	**4,490,027**
Employee only	5,719			5,935			**5,945**		
Employee + 1	2,679			2,735			**2,755**		
Employee + 2 or more	4,689			4,755			**4,765**		
Retirees	2,550			2,575			**2,620**		
		0.0	3,091,149		0.0	3,301,295		**0.0**	**3,373,366**

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Cost Center Description	Cost Center Objectives
Dental Indemnity 8000150010	
Insured dental plan offered to provide comprehensive dental coverage to all employee/retiree groups. Plan is supported entirely by participants' premiums.	Provide employees with dental coverage to promote a healthy workforce.
Dependent Care Reimbursement 8000150011	
Employees can reimburse themselves with tax-free money for dependent care expenses.	Provide employees with option to save money by contributing pre-tax money to an account. Reimburse employees for eligible dependent care expenses.
Health Flexible Spending Account 8000150012	
Employees use pre-tax dollars to pay for qualified health-care expenses.	Provide employees with the voluntary benefit that allows them to use pre-tax dollars to pay for qualified health-care expenses. Educate employees on how to maximize their participation in the plan. Employee participation also results in cost-savings for the City.
Employee Basic Life 8000150013	
This insured plan provides one times basic salary of life insurance to employees and up to $2,000 dependent coverage at no expense to the employee.	Provide active employees life insurance coverage.
Active Employee Voluntary Life 8000150014	
This insured plan offers additional life insurance which is provided by a commercial carrier and is supported entirely by employees' premiums.	Provide active employees an option for additional life insurance coverage.
Retiree Voluntary Life $5,000 8000150015	
This plan provides retirees with $5,000 in basic life insurance coverage. The plan is supported entirely by retirees' premiums.	Provide retiree life insurance coverage to prevent economic hardship.

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Performance Measures	FY2009 Actual			FY2010 Estimate			FY2011 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Employee only	2,016			2,070			**2,075**		
Employee + 1	1,270			1,235			**1,265**		
Employee + 2 or more	2,414			2,355			**2,385**		
Retirees	2,420			2,495			**2,535**		
		0.0	5,077,366		0.0	5,641,777		**0.0**	**6,194,221**
Employees participating	53			53			**55**		
		0.0	173,834		0.0	214,850		**0.0**	**240,000**
Employees participating	736			820			**850**		
		0.0	789,682		0.0	1,000,000		**0.0**	**1,100,000**
Active employees covered	21,981			22,300			**22,350**		
		0.0	775,196		0.0	642,288		**0.0**	**682,577**
Employee	10,320			10,650			**10,650**		
Spouse	3,709			3,705			**3,715**		
Children	4,386			4,475			**4,485**		
		0.0	4,640,985		0.0	4,843,388		**0.0**	**4,911,942**
Retirees covered	9,410			9,454			**9,479**		
		0.0	32,951		0.0	27,968		**0.0**	**28,437**

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Cost Center Description	Cost Center Objectives
Aetna FFS (Fee for Service) 8000150016	
Medicare Advantage Plan offering retiree coverage in all 50 states. It provides retirees with alternative medical benefits under a copayment arrangement, without a designated network.	Provide retirees with economical medical options to help them better manage health care costs.
Kelsey HMO 8000150017	
A Medicare Advantage Plan offering retiree coverage in 8 Texas counties, with Kelsey-Seybold Clinics as the network of providers.	Provides retirees with an economical medical option to help them better manage their health-care and prescription drug costs.
Aetna PPO 8000150018	
A Medicare Advantage Plan offering retiree coverage in 24 Texas counties that also allows retirees to see doctors and specialists not in the network.	An affordable healthcare alternative for retirees who live in Texas but outside boundaries of the KelseyCare Advantage Choice POS, allows retirees to manage their health-care costs, and to retain their doctor-patient relationship.
Kelsey POS (Point-of-Service) 8000150019	
A Medicare Advantage Plan offering retiree network coverage in 8 Texas counties, with Kelsey-Seybold Clinics as the network; however, retirees may see out-of-network specialists.	A healthcare alternative that allows retirees to manage their health-care costs and to maintain their doctor-patient relationship with out-of-network specialists.
UHC Medicare 8000150020	
A "Medigap" plan that pays most Medicare-approved medical costs that Medicare does not pay. The United Healthcare Prescription Drug Plan is a Medicare-approved Creditable Coverage plan.	A healthcare alternative for retirees who live outside Texas, allowing them to manage their health-care costs and to maintain their doctor-patient relationship.

Business Area Cost Center Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Performance Measures	FY2009 Actual			FY2010 Estimate			FY2011 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Retiree only	283			388			**404**		
Retiree + 1	126			89			**93**		
Retiree + 2 or more	1			1			**1**		
		0.0	1,346,082		0.0	1,982,467		**0.0**	**1,010,116**
Retiree only	NA			264			**309**		
Retiree + 1	NA			47			**56**		
Retiree + 2 or more	NA			0			**0**		
		0.0	0		0.0	39,200		**0.0**	**80,640**
Retiree only	NA			23			**45**		
Retiree + 1	NA			0			**0**		
Retiree + 2 or more	NA			0			**0**		
		0.0	0		0.0	47,873		**0.0**	**133,267**
Retiree only	NA			45			**57**		
Retiree + 1	NA			9			**12**		
Retiree + 2 or more	NA			0			**0**		
		0.0	0		0.0	34,638		**0.0**	**74,400**
Retiree only	NA			33			**42**		
Retiree + 1	NA			20			**24**		
Retiree + 2 or more	NA			0			**0**		
		0.0	0		0.0	324,866		**0.0**	**936,320**
Total		39.0	291,956,520		42.3	308,926,925		**46.3**	**333,933,232**

Business Area Roster Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Job Description	Pay Grade	FY2010 Current Budget FTE	FY2011 Budget FTE	Change
ACCOUNTANT ASSOCIATE	14	1.0	1.0	
ACCOUNTING SERVICES SUPERVISOR	17	1.0	1.0	
ADMINISTRATIVE AIDE	10	1.0	2.0	1.0
ADMINISTRATIVE ASSISTANT	17	2.7	4.0	1.3
ADMINISTRATIVE ASSOCIATE	13	2.0	1.0	(1.0)
ADMINISTRATIVE COORDINATOR	24	3.0	2.0	(1.0)
ADMINISTRATIVE SPECIALIST	20	3.0	2.0	(1.0)
ADMINISTRATIVE SUPERVISOR	22	2.0	2.0	
ASSISTANT DIRECTOR-HUMAN RESOURCES (EXE LEV)	32	3.0	1.0	(2.0)
COMMUNICATIONS SPECIALIST SUPERVISOR	23	1.0	1.0	
CUSTOMER SERVICE CLERK	10	1.0	1.0	
CUSTOMER SERVICE REPRESENTATIVE I	13	1.0	1.0	
CUSTOMER SERVICE REPRESENTATIVE II	15	3.0	3.0	
DEPUTY DIRECTOR (EXE LEV)	34	0.0	1.0	1.0
DIVISION MANAGER	29	1.0	1.0	
EAP MANAGER	26	1.0	1.0	
FINANCIAL ANALYST III	21	2.0	1.0	(1.0)
GRAPHIC DESIGNER	17	1.0	1.0	
HUMAN RESOURCES ASSISTANT	13	5.0	5.0	
HUMAN RESOURCES MANAGER	27	0.0	1.0	1.0
HUMAN RESOURCES SPECIALIST	17	1.0	1.0	
HUMAN RESOURCES SUPERVISOR	24	1.0	1.0	
MANAGEMENT ANALYST III	21	0.0	1.0	1.0
SENIOR CLERK	8	1.0	1.0	
SENIOR COMMUNICATIONS SPECIALIST	20	2.0	2.0	
SENIOR COUNSELOR	22	2.0	2.0	
SENIOR STAFF ANALYST	28	1.0	1.0	
STAFF ANALYST	26	2.1	3.3	1.2
SYSTEMS ACCOUNTANT III	27	1.0	1.0	
Total FTEs		**45.8**	**46.3**	**0.5**
Less adjustment for Civilian Vacancy Factor		**0.0**	**0.0**	**0.0**
Full-Time Equivalents		**45.8**	**46.3**	**0.5**

Business Area Revenue Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Commit Item	Description	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
8000120001	**Benefits Administration**			
429090	Medical Part D Subsidy	1,185,840	1,185,840	**1,229,467**
429095	Medicare Part D Distribution	(1,185,840)	(1,185,840)	**(1,229,467)**
432010	Interest on Pooled Investments	300,000	275,000	**300,000**
Total	**Benefits Administration**	**300,000**	**275,000**	**300,000**
8000150002	**HMO Blue Texas**			
429020	Active Employees-City Insurance Contrib.	157,346,655	159,534,685	**169,548,893**
429030	Retirees - City Insurance Contribution	55,986,339	53,273,688	**49,282,710**
429040	Active Employees-Insurance Contribution	40,525,316	40,620,656	**45,041,265**
429080	Retirees Insurance Contribution	29,432,279	27,553,775	**36,490,932**
Total	**HMO Blue Texas**	**283,290,589**	**280,982,804**	**300,363,800**
8000150003	**Texan Plus (SelectCare of Texas)**			
429030	Retirees - City Insurance Contribution	387,595	676,353	**1,031,616**
429080	Retirees Insurance Contribution	129,198	225,451	**343,872**
Total	**Texan Plus (SelectCare of Texas)**	**516,793**	**901,804**	**1,375,488**
8000150004	**Texas HealthSprings**			
429030	Retirees - City Insurance Contribution	616,230	786,776	**1,146,960**
429080	Retirees Insurance Contribution	205,410	262,259	**382,320**
Total	**Texas HealthSprings**	**821,640**	**1,049,035**	**1,529,280**
8000150005	**Retiree Plan A**			
429030	Retirees - City Insurance Contribution	480	451	**456**
429080	Retirees Insurance Contribution	5,284	5,025	**4,875**
Total	**Retiree Plan A**	**5,764**	**5,476**	**5,331**
8000150006	**Active Employee - PPO**			
429020	Active Employees-City Insurance Contrib.	3,830,439	2,708,467	**2,411,307**
429040	Active Employees-Insurance Contribution	2,922,188	2,543,613	**2,929,854**
429100	PPO Medical Plan - Stop Loss Reimburseme	0	778,297	**0**
452030	Miscellaneous Revenue	0	153	**0**
Total	**Active Employee - PPO**	**6,752,627**	**6,030,530**	**5,341,161**
8000150007	**Retiree - PPO**			
429030	Retirees - City Insurance Contribution	2,703,077	2,142,123	**2,416,347**
429080	Retirees Insurance Contribution	3,302,111	2,640,556	**3,389,877**
Total	**Retiree - PPO**	**6,005,188**	**4,782,679**	**5,806,224**
8000150009	**Dental DHMO**			
429040	Active Employees-Insurance Contribution	2,745,537	2,825,863	**2,882,696**
429080	Retirees Insurance Contribution	482,321	475,432	**490,670**
Total	**Dental DHMO**	**3,227,858**	**3,301,295**	**3,373,366**
8000150010	**Dental Indemnity**			
429040	Active Employees-Insurance Contribution	4,121,545	4,147,681	**4,528,997**
429080	Retirees Insurance Contribution	1,408,265	1,494,096	**1,665,224**
Total	**Dental Indemnity**	**5,529,810**	**5,641,777**	**6,194,221**
8000150011	**Dependent Care Reimbursement**			
429050	Active Employees Dependent Care	175,000	214,850	**240,000**
8000150012	**Health Flexible Spending Account**			
429055	Active Employees-Health Flex Account	1,000,000	1,000,000	**1,100,000**
8000150013	**Employee Basic Life**			
429020	Active Employees-City Insurance Contrib.	658,355	642,288	**682,577**
8000150014	**Active Employee Voluntary Life**			
429040	Active Employees-Insurance Contribution	4,408,011	4,843,388	**4,911,942**

Business Area Revenue Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus Area No. : 9000 / 8000

Commit Item	Description	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
8000150015	**Retiree Voluntary Life $5,000**			
429080	Retirees Insurance Contribution	27,450	27,968	**28,437**
8000150016	**Aetna FFS (Fee for Service)**			
429030	Retirees - City Insurance Contribution	1,118,972	1,486,850	**757,587**
429080	Retirees Insurance Contribution	372,991	495,617	**252,529**
Total	**Aetna FFS (Fee for Service)**	**1,491,963**	**1,982,467**	**1,010,116**
8000150017	**Kelsey HMO**			
429030	Retirees - City Insurance Contribution	22,365	29,400	**60,480**
429080	Retirees Insurance Contribution	7,455	9,800	**20,160**
Total	**Kelsey HMO**	**29,820**	**39,200**	**80,640**
8000150018	**Aetna PPO**			
429030	Retirees - City Insurance Contribution	370,187	35,905	**99,950**
429080	Retirees Insurance Contribution	123,396	11,968	**33,317**
Total	**Aetna PPO**	**493,583**	**47,873**	**133,267**
8000150019	**Kelsey POS (Point-of-Service)**			
429030	Retirees - City Insurance Contribution	100,913	25,979	**55,800**
429080	Retirees Insurance Contribution	33,638	8,660	**18,600**
Total	**Kelsey POS (Point-of-Service)**	**134,551**	**34,639**	**74,400**
8000150020	**UHC Medicare**			
429030	Retirees - City Insurance Contribution	169,200	243,650	**702,240**
429080	Retirees Insurance Contribution	56,400	81,217	**234,080**
Total	**UHC Medicare**	**225,600**	**324,867**	**936,320**
Total	**Human Resources**	**315,094,602**	**312,127,940**	**333,486,570**

Business Area Expenditure Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus. Area No. : 9000 / 8000

Commit Item	Description	FY2009 Actual	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
500010	Salary Base Pay - Civilian	1,918,258	2,350,450	2,130,742	**2,430,708**
500030	Salary Part Time - Civilian	3,588	0	6,212	**0**
500060	Overtime - Civilian	6,782	9,600	200	**6,900**
500110	Bilingual Pay - Civilian	5,246	4,760	5,277	**4,500**
500210	Pay for Performance-Municipal	3,333	0	0	**0**
501070	Pension - Civilian	283,070	345,516	305,295	**352,452**
501120	Termination Pay - Civilian	1,311	0	8,487	**0**
501160	Vehicle Allowance - Civilian	4,216	7,872	4,173	**7,944**
502010	FICA - Civilian	139,235	178,873	151,434	**192,612**
503010	Health Ins-Act Civilian	211,786	275,146	251,128	**278,317**
503015	Basic Life Insurance - Active Civilian	1,461	1,342	1,208	**1,432**
503050	Health/Life Insurance - Retiree Civilian	30,919	33,473	34,898	**36,135**
503060	Long Term Disability-Civilian	(350)	3,913	3,419	**3,941**
503090	Workers Compensation-Civilian-Admin	5,322	9,667	9,193	**9,736**
503100	Workers Compensation-Civilian-Claim	755	0	0	**0**
504020	Compensation Contingency	0	52,534	0	**49,669**
504030	Unemployment Claims	2,229	1,601	0	**1,620**
Total	**Personnel Services**	**2,617,161**	**3,274,747**	**2,911,666**	**3,375,966**
511040	Audiovisual Supplies	0	2,000	0	**2,000**
511045	Computer Supplies	1,043	20,950	11,879	**19,575**
511050	Paper & Printing Supplies	3,528	17,980	2,986	**18,700**
511055	Publications & Printed Materials	789	8,225	963	**10,765**
511060	Postage	45,158	35,985	34,278	**35,150**
511070	Miscellaneous Office Supplies	18,606	18,250	11,264	**19,700**
511110	Fuel	0	800	800	**800**
511150	Miscellaneous Parts & Supplies	2,242	4,400	2,400	**4,100**
Total	**Supplies**	**71,366**	**108,590**	**64,570**	**110,790**
520100	Temporary Personnel Services	13,644	9,400	6,109	**6,800**
520105	Accounting & Auditing Services	0	0	1,560	**0**
520108	Information Resource Services	178	8,800	223	**2,000**
520110	Management Consulting Services	337,910	288,750	228,875	**687,598**
520114	Miscellaneous Support Services	8,225	25,000	9,789	**25,000**
520115	Real Estate Lease/Office Rental	116,219	128,220	128,210	**128,210**
520119	Computer Equipment/Software Maintenance	15,747	6,100	6,706	**16,000**
520121	IT Application Svcs	18,969	9,000	17,136	**18,054**
520122	Office Equipment Services	0	2,000	1,000	**2,000**
520123	Vehicle & Motor Equipment Services	0	1,900	0	**1,900**
520515	Print Shop Services	30,795	15,000	121,613	**16,400**
520520	Printing & Reproduction Services	110,415	121,200	121,150	**117,200**
520605	Advertising Services	2,152	8,200	3,600	**8,200**
520705	Insurance Fees	775,378	658,762	642,695	**682,984**
520765	Membership & Professional Fees	3,632	8,460	4,244	**5,912**
520770	Insurance Administration Fees	299,620	277,448	252,907	**310,021**
520805	Education & Training	8,934	17,458	8,570	**28,425**
520900	CIP-Capital Equipment Acquisition	14,625	0	30,375	**0**
520905	Travel - Training Related	2,566	5,692	2,800	**19,900**
520910	Travel - Non-Training Related	2,205	2,390	2,528	**3,020**
521605	Data Services	4,189	11,000	4,090	**4,192**
521610	Voice Services	24,668	11,400	23,819	**24,344**
521620	Voice Equipment	5,983	900	5,775	**5,919**
521625	Voice Labor	2,721	500	2,141	**2,194**
521630	GIS Revolving Fund Services	0	0	0	**1,741**

Business Area Expenditure Summary

Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus. Area No. : 9000 / 8000

Commit Item	Description	FY2009 Actual	FY2010 Current Budget	FY2010 Estimate	FY2011 Budget
521715	Office Equipment Rental	10,312	8,160	5,473	**8,500**
521730	Parking Space Rental	9,718	20,533	28,300	**30,772**
521905	Legal Services	99	25,000	23,100	**30,000**
522205	Metro Commuter Passes	12,231	12,350	15,500	**16,000**
522430	Miscellaneous Other Services & Charges	9,027	21,600	12,629	**17,420**
522445	Wellness Initiative - Metabolic Syndrome	0	49,500	46,838	**150,000**
522505	Employee Premiums	205,294,497	221,193,439	220,143,028	**238,843,162**
522510	Retiree Premiums	63,520,620	66,279,437	65,174,593	**68,499,675**
522520	Stop loss Premiums	437,729	579,342	515,165	**590,625**
522605	Active Employee Incurred Claims	13,939,884	14,868,997	12,772,019	**13,825,622**
522610	Retiree Insurred Claims	4,221,029	4,371,456	5,572,487	**6,294,354**
522615	Retiree "A" Medical Claims	1,963	1,777	1,892	**2,382**
522780	Interfund Photo Copy Services	0	12,000	2,500	**6,500**
Total	**Other Services and Charges**	**289,255,884**	**309,061,171**	**305,939,439**	**330,433,026**
560230	Computer HW and Developed SW	5,879	0	0	**0**
Total	**Equipment**	**5,879**	**0**	**0**	**0**
551010	Non-Capital Office Furniture & Equipment	1,087	12,500	6,000	**7,000**
551015	Non-Capital Computer Equipment	5,143	10,650	3,000	**4,950**
551020	Non-Capital Communication Equipment	0	3,750	2,250	**1,500**
Total	**Non-Capital Equipment**	**6,230**	**26,900**	**11,250**	**13,450**
	Grand Total Expenditures	**291,956,520**	**312,471,408**	**308,926,925**	**333,933,232**