

**FISCAL YEAR 2013 BUDGET**

**Fund Summary**

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

	<u>FY2012 Current Budget</u>	<u>FY2012 Estimate</u>	<u>FY2013 Budget</u>
Beginning Fund Balance	2,837,674	2,837,674	1,959,696
Current Revenues	<u>303,702,572</u>	<u>296,999,143</u>	<u>343,881,163</u>
Total Available Resources	<u>306,540,246</u>	<u>299,836,817</u>	<u>345,840,859</u>
Maintenance and Operations	<u>297,877,121</u>	<u>297,877,121</u>	<u>344,215,931</u>
Total Expenditures	<u>297,877,121</u>	<u>297,877,121</u>	<u>344,215,931</u>
Planned Ending Fund Balance	<u>8,663,125</u>	<u>1,959,696</u>	<u>1,624,928</u>
Total Budget	<u>306,540,246</u>	<u>299,836,817</u>	<u>345,840,859</u>

Subsequent to a highly competitive proposal process, effective May 1, 2011, the City awarded CIGNA a three year contract with two one-year renewal options for administrative services only (ASO). The new health benefits model is composed of four plans, all of which have heavy emphasis on a wellness component, and includes; 1) a limited network HMO-type plan, 2) an open access PPO-type plan with no out-of-network coverage, 3) a Consumer Driven high deductible Health Plan (CDHP), partnered with a Health Reimbursement Account, and 4) a special plan for retirees not eligible for Medicare, mostly those under age 65, who live outside the limited network service area but who live in Texas. The Plan combines the copayment benefits of the limited plan and the network and contributions of the open access plan.

The City continues to provide six Medicare plans with five different vendors, and has made these plans mandatory for all retirees over age 65 who are eligible for Medicare. The medical 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 by the City and Voluntary Life Insurance is paid by the subscribers. A Healthcare Flexible Spending Account (HFSA), in addition to the Dependent Care Account, is also in the Health Benefits Fund. Employees and the City benefit from the pre-tax advantages.

Simultaneously with implementation of the new health benefits vendor, the City changed its funding method from fully insured to self-insured. Both individual and aggregate stop-loss coverage have been purchased to limit the financial risk of catastrophic claims. Enrollment distribution in the medical plans is predicted to be 80% in the limited network plan, 17% in the open access plan, and 3% in the CDHP.

**Dental Insurance**

Effective May 1, 2011, 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 providing discounted fees. There is no cost to the City for the dental program. Plan participants pay the full premium. FY2013 DHMO and Indemnity rates will be the same as FY2012.

**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 extendable for two optional years. Premiums for Basic Coverage are paid for by the City, with employees funding Voluntary Coverage.

**FISCAL YEAR 2013 BUDGET**

**Business Area Budget Summary**

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

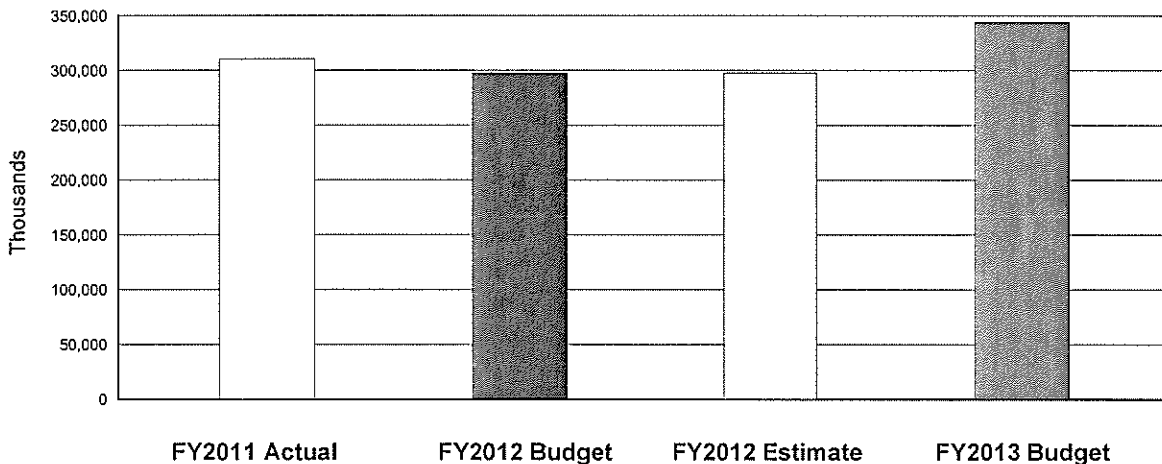
		FY2011 Actual	FY2012 Current Budget	FY2012 Estimate	FY2013 Budget
Expenditures	Personnel Services	3,170,168	3,451,769	3,451,769	3,961,985
	Supplies	47,585	107,500	107,500	110,900
	Other Services and Charges	306,992,294	294,295,452	294,295,452	340,130,146
	Non-Capital Equipment	4,621	22,400	22,400	12,900
	Total M & O Expenditures	<u>310,214,668</u>	<u>297,877,121</u>	<u>297,877,121</u>	<u>344,215,931</u>
	Debt Service & Other Uses	0	0	0	0
	Total Expenditures	<u>310,214,668</u>	<u>297,877,121</u>	<u>297,877,121</u>	<u>344,215,931</u>

Revenues		309,400,381	303,702,572	296,999,143	343,881,163
----------	--	-------------	-------------	-------------	-------------

Staffing	Full-Time Equivalents - Civilian	68.2	48.0	46.1	49.9
	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	<u>68.2</u>	<u>48.0</u>	<u>46.1</u>	<u>49.9</u>
	Full-Time Equivalents - Overtime	0.6	0.1	0.1	0.0

- Significant Budget Changes and Highlights
- o Expand Employee Assistance Program (EAP) to address employee demands.
  - o Procure and implement data warehouse for benefits management and cost controls.
  - o As a self insured organization, emphasis is placed on strategic planning for long term cost/health control as well as the internal administrative planning and operations support.
  - o Enhanced staff to establish self-insured accounting requirements, reporting and internal controls.
  - o FY2013 Budget includes funding for expenditures increases in health benefits (\$44,659) and pension contribution (\$137,043).
  - o Increased expenditures in FY2013 is mainly due to higher medical plan expense.

**Health Benefits  
Human Resources  
Expenditure Summary**



**FISCAL YEAR 2013 BUDGET**

<b>Division Mission and Performance Measures</b>			
<b>Fund Name</b>	: Health Benefits		
<b>Business Area Name</b>	: Human Resources		
<b>Fund No./Bus Area No.</b>	: 9000 / 8000		
<b>Name: HR - Benefits Administration -- 800012</b>			
<b>Mission:</b> Provide a Healthcare Delivery System for which the City manages current and escalating costs within the City's fiscal constraints; help members achieve health improvement by providing easy access to safe, cost-effective, high-quality healthcare and health-improvement tools that help to protect their finances against health-related risks; and well-being through wellness programs.			
<b>Goal:</b> Maintain and analyze health benefits delivery plan, monitor contract compliance, analyze the fund's financial status, and educate employees on how to inform consumers of their City-sponsored health and welfare plans; while utilizing a holistic wellness approach to improve the quality of lives of our employees in the physical, mental, and social dimensions.			
<b>Performance Measures</b>	<b>FY2011 Actual</b>	<b>FY2012 Estimate</b>	<b>FY2013 Budget</b>
Employee Education/Lifestyle Management Meetings	506	500	1200
Employee Education Encounters/Screenings	N/A	3,700	19,000
Members/Vendor Inquiries/Changes	50,000	58,000	44,000
Wellness Engagement Phase I & II	N/A	14,500	19,000
<b>Name: HR - Employee Assistance Program -- 800013</b>			
<b>Mission:</b> The EAP is a confidential, no cost service for City employees, retirees and their families. Encourage ongoing individual and organizational development, while contributing to the health and well-being of the City of Houston. EAP does this by providing grief counseling and coaching services, conciliation services, crisis intervention, assessment and referral, education and training programs, and supervisory staff, and team consultation.			
<b>Goal:</b> Promote a productive workforce by reducing employee problems of a personal nature; train supervisors to recognize problem employees and refer to the EAP; and support a drug and violence free work place. Consult with managers to improve morale, productivity and workplace well being.			
<b>Performance Measures</b>	<b>FY2011 Actual</b>	<b>FY2012 Estimate</b>	<b>FY2013 Budget</b>
Supervisory training	171	90	120
Assess and Refer employees	693	700	800
Employee oriented/seminar attendance	2,897	1,000	600
<b>Name: HR - Communications -- 800014</b>			
<b>Mission:</b> As a tool for employee engagement, empowerment and communication, we provide accurate information including citywide news, benefits guidance and other important, need-to-know information, recognize employees for exemplary work, and create a framework for employees to give back to the community through the Combined Municipal Campaign.			
<b>Goal:</b> Communicate to employees their role in the organization and the importance of providing excellent customer service. Instill pride in being a city employee. Educate employees and retirees about being active healthcare consumers. Educate employees about wellness initiatives and available programs. Engage employees, improve employee morale, foster teamwork and recognize employee achievements programs.			
<b>Performance Measures</b>	<b>FY2011 Actual</b>	<b>FY2012 Estimate</b>	<b>FY2013 Budget</b>
Wellness communications	N/A	12	12
Combined Municipal Campaign	1	1	1
Public Service Recognition	1	1	1
Benefits communications	16	10	2
Newsletters	3	9	10

**FISCAL YEAR 2013 BUDGET**

<b>Division Mission and Performance Measures</b>			
Fund Name : Health Benefits Business Area Name : Human Resources Fund No./Bus Area No. : 9000 / 8000			
<b>Name: HR - Benefits Financial/Reporting -- 800015</b>			
<b>Mission:</b> To manage a self-insured financial system that is responsive, accurate, timely and protects the city assets.			
<b>Goal:</b> Provide, prepare and review financial documents accurately and in a timely manner. Post, analyze, monitor, prepare and review financial documents associated with employee/retiree benefits and long term disability.			
<b>Performance Measures</b>	<b>FY2011 Actual</b>	<b>FY2012 Estimate</b>	<b>FY2013 Budget</b>
Prepare monthly financial report	12	12	12
Prepare budget	1	1	1

**FISCAL YEAR 2013 BUDGET**

<b>Division Summary</b>						
<b>Fund Name : Health Benefits</b> <b>Business Area Name : Human Resources</b> <b>Fund No./Bus Area No. : 9000 / 8000</b>						
<b>Division Description</b>	<b>FY2011 Actual</b>		<b>FY2012 Estimate</b>		<b>FY2013 Budget</b>	
	<b>FTEs</b>	<b>Cost \$</b>	<b>FTEs</b>	<b>Cost \$</b>	<b>FTEs</b>	<b>Cost \$</b>
<b>HR - Benefits Administration 800012</b> Administer and analyze City-sponsored benefits by utilizing a customer focused approach for employees, retirees, and their dependents to create a healthy culture throughout the City of Houston that positively affects employee productivity and morale, leading to the City being an "employer of choice."	52.0	2,694,907	28.6	2,956,669	32.4	3,756,939
<b>HR - Employee Assistance Program 800013</b> 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. Serve as a key resource in the prevention and management of workplace violence.	4.0	378,564	4.0	391,494	4.0	616,780
<b>HR - Communications 800014</b> Communicate to employees their roles in the organization and the importance of providing excellent customer service. Improve employee morale, foster teamwork, recognize employee achievements, inform citizens about City services.	5.0	447,459	5.5	496,613	5.5	548,694
<b>HR - Benefits Financial/Reporting 800015</b> Assist in the design, maintenance and interpretation of management reports on operational and financial matter. Prepare the budget and monitor the various benefit plans' financial impact.	7.2	306,693,738	8.0	294,032,345	8.0	339,293,518
<b>Total</b>	<b>68.2</b>	<b>310,214,668</b>	<b>46.1</b>	<b>297,877,121</b>	<b>49.9</b>	<b>344,215,931</b>

**FISCAL YEAR 2013 BUDGET**

**Business Area Roster Summary**

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

Job Description	Pay Grade	FY2012 Current Budget FTE	FY2013 Budget FTE	Change
ACCOUNTING SERVICES SUPERVISOR	17	1.0	0.0	(1.0)
ADMINISTRATIVE AIDE	10	1.0	0.0	(1.0)
ADMINISTRATIVE ASSISTANT	17	5.0	6.0	1.0
ADMINISTRATIVE ASSOCIATE	13	1.0	0.0	(1.0)
ADMINISTRATIVE COORDINATOR	24	2.0	3.0	1.0
ADMINISTRATIVE SPECIALIST	20	2.0	2.0	
ADMINISTRATIVE SUPERVISOR	22	2.0	4.0	2.0
ASSISTANT DIRECTOR-HUMAN RESOURCES (EXE LEV)	32	0.0	1.0	1.0
COMMUNICATIONS SPECIALIST SUPERVISOR	23	1.0	1.0	
CUSTOMER SERVICE CLERK	10	1.0	2.0	1.0
CUSTOMER SERVICE REP. I	13	1.0	1.0	
CUSTOMER SERVICE REP. II	15	3.0	2.0	(1.0)
DEPUTY DIRECTOR (EXE LEV)	34	2.0	1.0	(1.0)
DIVISION MANAGER	29	1.0	2.0	1.0
EAP MANAGER	26	1.0	1.0	
EXECUTIVE OFFICE ASSISTANT	15	1.0	1.0	
FINANCIAL ANALYST III	21	1.0	1.0	
FINANCIAL ANALYST IV	25	1.0	0.0	(1.0)
GRAPHIC DESIGNER	17	1.0	1.0	
HUMAN RESOURCES ASSISTANT	13	4.0	4.0	
HUMAN RESOURCES MANAGER	27	1.0	0.0	(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	0.0	(1.0)
SENIOR COMMUNICATIONS SPECIALIST	20	2.0	2.0	
SENIOR COUNSELOR	22	2.0	2.0	
SENIOR HUMAN RESOURCES GENERALIST	21	1.0	0.0	(1.0)
SENIOR PUBLIC HEALTH EDUCATOR	18	0.0	2.4	2.4
SENIOR STAFF ANALYST	28	2.0	2.0	
STAFF ANALYST	26	4.0	3.0	(1.0)
STUDENT INTERN II	10	0.0	0.5	0.5
SYSTEMS ACCOUNTANT III	27	1.0	2.0	1.0
<b>Total FTEs</b>		<b>48.0</b>	<b>49.9</b>	<b>1.9</b>
<b>Less adjustment for Civilian Vacancy Factor</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>Full-Time Equivalents</b>		<b>48.0</b>	<b>49.9</b>	<b>1.9</b>

**FISCAL YEAR 2013 BUDGET**

**Business Area Revenue Summary**

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

Commit Item	Description	FY2012 Current Budget	FY2012 Estimate	FY2013 Budget
<b>8000120001</b>	<b>Benefits Administration</b>			
432010	Interest on Pooled Investments	180,000	361,728	200,000
<b>8000150003</b>	<b>Texan Plus (SelectCare of Texas)</b>			
429030	Retirees - City Insurance Contribution	2,043,611	1,183,344	1,266,140
429080	Retirees Insurance Contribution	631,544	342,584	445,813
<b>Total</b>	<b>Texan Plus (SelectCare of Texas)</b>	<b>2,675,155</b>	<b>1,525,928</b>	<b>1,711,953</b>
<b>8000150004</b>	<b>Texas HealthSprings</b>			
429030	Retirees - City Insurance Contribution	2,334,189	1,503,815	1,518,288
429080	Retirees Insurance Contribution	722,475	377,251	526,289
<b>Total</b>	<b>Texas HealthSprings</b>	<b>3,056,664</b>	<b>1,881,066</b>	<b>2,044,577</b>
<b>8000150005</b>	<b>Retiree Plan A</b>			
429080	Retirees Insurance Contribution	2,900	2,852	2,900
<b>8000150006</b>	<b>Active Employee - PPO</b>			
434505	Prior Year Expenditure Recovery	0	214,393	0
<b>8000150009</b>	<b>Dental DHMO</b>			
429040	Active Employees-Insurance Contribution	2,693,530	2,734,705	2,787,866
429080	Retirees Insurance Contribution	530,233	512,582	536,392
<b>Total</b>	<b>Dental DHMO</b>	<b>3,223,763</b>	<b>3,247,287</b>	<b>3,324,258</b>
<b>8000150010</b>	<b>Dental Indemnity</b>			
429040	Active Employees-Insurance Contribution	4,379,192	4,706,743	4,689,046
429080	Retirees Insurance Contribution	1,854,174	1,675,351	1,725,432
<b>Total</b>	<b>Dental Indemnity</b>	<b>6,233,366</b>	<b>6,382,094</b>	<b>6,414,478</b>
<b>8000150011</b>	<b>Dependent Care Reimbursement</b>			
429050	Active Employees Dependent Care	240,000	250,000	260,000
<b>8000150012</b>	<b>Health Flexible Spending Account</b>			
429055	Active Employees-Health Flex Account	1,200,000	2,000,000	2,100,000
<b>8000150013</b>	<b>Employee Basic Life</b>			
429020	Active Employees-City Insurance Contrib.	646,812	628,283	674,032
<b>8000150014</b>	<b>Active Employee Voluntary Life</b>			
429040	Active Employees-Insurance Contribution	5,003,909	5,024,400	5,105,140
<b>8000150015</b>	<b>Retiree Voluntary Life \$5,000</b>			
429080	Retirees Insurance Contribution	30,030	31,337	33,045
<b>8000150017</b>	<b>Kelsey HMO</b>			
429030	Retirees - City Insurance Contribution	1,315,922	2,133,043	2,815,864
429080	Retirees Insurance Contribution	383,885	608,512	976,795
<b>Total</b>	<b>Kelsey HMO</b>	<b>1,699,807</b>	<b>2,741,555</b>	<b>3,792,659</b>
<b>8000150019</b>	<b>Kelsey POS (Point-of-Service)</b>			
429030	Retirees - City Insurance Contribution	405,695	576,398	746,961
429080	Retirees Insurance Contribution	124,260	149,391	268,809
<b>Total</b>	<b>Kelsey POS (Point-of-Service)</b>	<b>529,955</b>	<b>725,789</b>	<b>1,015,770</b>
<b>8000150020</b>	<b>UHC Medicare</b>			
429030	Retirees - City Insurance Contribution	1,766,731	3,938,648	4,379,339
429080	Retirees Insurance Contribution	571,594	1,165,335	1,611,203
<b>Total</b>	<b>UHC Medicare</b>	<b>2,338,325</b>	<b>5,103,983</b>	<b>5,990,542</b>
<b>8000150021</b>	<b>AETNA ESA PPO</b>			
429030	Retirees - City Insurance Contribution	4,164,544	3,869,182	4,040,235
429080	Retirees Insurance Contribution	1,347,257	1,163,609	1,481,778

FISCAL YEAR 2013 BUDGET

**Business Area Revenue Summary**

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

Commit Item	Description	FY2012 Current Budget	FY2012 Estimate	FY2013 Budget
<b>Total</b>	<b>AETNA ESA PPO</b>	<b>5,511,801</b>	<b>5,032,791</b>	<b>5,522,013</b>
<b>8000150022</b>	<b>CIGNA Kelseycare - EPO Limited</b>			
429020	Active Employees-City Insurance Contrib.	80,565,117	138,606,036	171,066,794
429030	Retirees - City Insurance Contribution	9,284,345	12,242,514	13,984,906
429040	Active Employees-Insurance Contribution	17,502,084	29,395,418	35,640,277
429080	Retirees Insurance Contribution	11,550,291	14,382,885	16,991,679
429110	Active Employee Health Surcharge	0	189,946	310,175
<b>Total</b>	<b>CIGNA Kelseycare - EPO Limited</b>	<b>118,901,837</b>	<b>194,816,799</b>	<b>237,993,831</b>
<b>8000150023</b>	<b>CIGNA Open Access Plan - EPO Full</b>			
429020	Active Employees-City Insurance Contrib.	77,694,967	34,351,427	33,363,967
429030	Retirees - City Insurance Contribution	3,512,320	2,529,833	2,490,740
429040	Active Employees-Insurance Contribution	27,071,630	11,551,190	10,962,055
429080	Retirees Insurance Contribution	15,713,905	8,158,889	8,499,385
429110	Active Employee Health Surcharge	0	94,867	154,850
<b>Total</b>	<b>CIGNA Open Access Plan - EPO Full</b>	<b>123,992,822</b>	<b>56,686,206</b>	<b>55,470,997</b>
<b>8000150024</b>	<b>CIGNA Consumer Driven Health Plan</b>			
429020	Active Employees-City Insurance Contrib.	18,112,172	5,199,197	5,606,485
429030	Retirees - City Insurance Contribution	2,284,036	1,591,102	1,857,971
429040	Active Employees-Insurance Contribution	2,272,619	658,195	666,268
429080	Retirees Insurance Contribution	2,103,722	1,378,570	1,791,478
429110	Active Employee Health Surcharge	0	6,067	9,975
<b>Total</b>	<b>CIGNA Consumer Driven Health Plan</b>	<b>24,772,549</b>	<b>8,833,131</b>	<b>9,932,177</b>
<b>8000150025</b>	<b>CIGNA - Out of Area</b>			
429030	Retirees - City Insurance Contribution	770,715	558,405	523,162
429080	Retirees Insurance Contribution	2,692,162	951,116	1,769,629
<b>Total</b>	<b>CIGNA - Out of Area</b>	<b>3,462,877</b>	<b>1,509,521</b>	<b>2,292,791</b>
<b>Total</b>	<b>Human Resources</b>	<b>303,702,572</b>	<b>296,999,143</b>	<b>343,881,163</b>



**FISCAL YEAR 2013 BUDGET**

**Business Area Expenditure Summary**

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

Commit Item	Description	FY2011 Actual	FY2012 Current Budget	FY2012 Estimate	FY2013 Budget
500010	Salary Base Pay - Civilian	2,271,716	2,454,858	2,454,858	2,690,207
500030	Salary Part Time - Civilian	0	1,748	1,748	138,482
500060	Overtime - Civilian	31,395	4,484	4,484	0
500110	Bilingual Pay - Civilian	6,211	3,906	3,906	5,424
500180	Temporary Employees	331	0	0	0
501070	Pension - Civilian	348,029	438,662	438,662	575,705
501120	Termination Pay - Civilian	59,376	73,062	73,062	0
501160	Vehicle Allowance - Civilian	4,216	745	745	0
502010	FICA - Civilian	165,508	186,316	186,316	214,908
503010	Health Ins-Act Civilian	246,639	249,136	249,136	296,891
503015	Basic Life Insurance - Active Civilian	1,300	1,453	1,453	1,598
503050	Health/Life Insurance - Retiree Civilian	27,768	24,313	24,313	21,217
503060	Long Term Disability-Civilian	27	3,633	3,633	3,995
503090	Workers Compensation-Civilian-Admin	7,652	8,999	8,999	11,948
503100	Workers Compensation-Civilian-Claim	0	454	454	0
504030	Unemployment Claims - Administration	0	0	0	1,610
<b>Total</b>	<b>Personnel Services</b>	<b>3,170,168</b>	<b>3,451,769</b>	<b>3,451,769</b>	<b>3,961,985</b>
511040	Audiovisual Supplies	0	1,500	1,500	1,000
511045	Computer Supplies	9,222	17,700	17,700	14,400
511050	Paper & Printing Supplies	7,048	16,200	16,200	17,400
511055	Publications & Printed Materials	415	5,100	5,100	6,600
511060	Postage	18,084	35,700	35,700	35,700
511070	Miscellaneous Office Supplies	18,424	19,400	19,400	22,800
511110	Fuel	0	300	300	1,000
511150	Miscellaneous Parts & Supplies	(5,608)	11,600	11,600	12,000
<b>Total</b>	<b>Supplies</b>	<b>47,585</b>	<b>107,500</b>	<b>107,500</b>	<b>110,900</b>
520100	Temporary Personnel Services	21,212	76,229	76,229	55,000
520108	Information Resource Services	0	2,000	2,000	6,000
520109	Medical Dental & Laboratory Services	62	100	100	100
520110	Management Consulting Services	509,941	445,000	445,000	445,000
520114	Miscellaneous Support Services	14,049	19,000	19,000	75,000
520115	Real Estate Lease/Office Rental	138,210	168,210	168,210	168,210
520119	Computer Equipment/Software Maintenance	11,597	5,500	5,500	209,500
520121	IT Application Svcs	12,762	43,182	43,182	66,458
520122	Office Equipment Services	0	500	500	500
520123	Vehicle & Motor Equipment Services	0	500	500	1,900
520126	Construction Site Work Services	58,544	10,000	10,000	15,000
520515	Print Shop Services	34,835	12,000	12,000	17,300
520520	Printing & Reproduction Services	111,165	117,300	117,300	126,400
520605	Advertising Services	901	2,500	2,500	6,200
520705	Insurance Fees	659,285	629,017	629,017	674,500
520765	Membership & Professional Fees	3,532	6,500	6,500	9,626
520770	Insurance Administration Fees	203,282	0	0	0
520771	Cigna - Active Ins Administration Fees	1,136,716	7,387,890	7,387,890	7,701,970
520772	Cigna - Reti <65 Ins Administration Fees	233,324	1,592,781	1,592,781	1,679,931
520773	Cigna - Reti >65 No Med Ins Admin Fees	3,241	27,919	27,919	36,105
520774	Cigna - Reti >65 with Med Ins Admin Fees	8,596	24,274	24,274	7,091
520805	Education & Training	6,593	22,000	22,000	35,000
520905	Travel - Training Related	224	7,000	7,000	19,000
520910	Travel - Non-Training Related	4,058	8,500	8,500	11,000
521605	Data Services	3,685	6,833	6,833	9,662
521610	Voice Services	16,556	35,700	35,700	36,576

**FISCAL YEAR 2013 BUDGET**

**Business Area Expenditure Summary**

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

Commit Item	Description	FY2011 Actual	FY2012 Current Budget	FY2012 Estimate	FY2013 Budget
521620	Voice Equipment	321	992	992	1,226
521625	Voice Labor	105	688	688	506
521630	GIS Revolving Fund Services	1,441	1,728	1,728	1,728
521715	Office Equipment Rental	9,605	8,500	8,500	8,500
521730	Parking Space Rental	27,431	24,372	24,372	25,272
521905	Legal Services	2,104	25,000	25,000	25,000
522205	Metro Commuter Passes	15,771	17,500	17,500	18,000
522430	Miscellaneous Other Services & Charges	12,232	10,000	10,000	209,400
522445	Wellness Initiative	114,840	160,000	160,000	160,000
522505	Employee Premiums	189,501,858	7,274,133	7,274,133	7,465,140
522510	Retiree Premiums	54,916,188	16,387,767	16,387,767	19,222,925
522515	Medicare Health Plan Alternative	83	0	0	0
522520	Stop loss Premiums	389,699	0	0	0
522525	Cigna - Active Individual Stop Loss Fees	561,778	3,802,008	3,802,008	4,698,540
522526	Cigna - Retiree <65 Indv Stop Loss Fees	113,161	807,663	807,663	1,006,005
522527	Cigna - Retiree >65 No Med Indv Stop Loss Fees	1,501	13,590	13,590	20,559
522528	Cigna - Retiree >65 with Med Indv Stop Loss Fees	0	2,920	2,920	10,164
522530	Cigna - Active Aggregate Stop Loss Fees	1,234,266	8,166,761	8,166,761	9,172,527
522531	Cigna - Retiree<65 Aggregate Stop Loss Fees	248,622	1,735,012	1,735,012	1,963,930
522532	Cigna - Retiree>65 No Med Aggr Stop Loss Fees	3,300	29,044	29,044	40,135
522533	Cigna - Retiree>65 with Med Aggr Stop Loss Fees	0	6,017	6,017	19,842
522535	Cigna - Retiree>65 with Medi Hlth Care Acct	0	1,435	1,435	1,435
522536	Cigna - Retiree<65 Health Care Acct	0	225,666	225,666	230,681
522537	Cigna - Active Health Care Account	0	444,139	444,139	448,162
522538	Cigna - Retiree>65 No Medi Hlth Care Acct	0	3,600	3,600	3,600
522605	Active Employee Incurred Claims	11,791,489	7,456,099	7,456,099	7,476,912
522610	Retiree Insured Claims	4,757,709	2,173,281	2,173,281	2,261,824
522615	Retiree "A" Medical Claims	908	0	0	0
522625	Cigna - Active Medical Claims Expense	34,152,591	197,159,614	197,159,614	232,043,253
522630	Cigna - Retiree<65 Medical Claims Expense	5,402,019	35,530,250	35,530,250	40,133,494
522635	Cigna - Retiree>65 No Med Medical Claims Expens	147,346	1,171,473	1,171,473	1,714,321
522640	Cigna - Retiree>65 with Med Medical Claims	393,556	998,309	998,309	326,080
522722	KRONOS Service Chargeback	0	1,456	1,456	1,456
522780	Interfund Photo Copy Services	0	6,000	6,000	6,500
<b>Total</b>	<b>Other Services and Charges</b>	<b>306,992,294</b>	<b>294,295,452</b>	<b>294,295,452</b>	<b>340,130,146</b>
551010	Non-Capital Office Furniture & Equipment	4,621	10,500	10,500	2,000
551015	Non-Capital Computer Equipment	0	8,900	8,900	9,900
551020	Non-Capital Communication Equipment	0	3,000	3,000	1,000
<b>Total</b>	<b>Non-Capital Equipment</b>	<b>4,621</b>	<b>22,400</b>	<b>22,400</b>	<b>12,900</b>
<b>Grand Total Expenditures</b>		<b>310,214,668</b>	<b>297,877,121</b>	<b>297,877,121</b>	<b>344,215,931</b>