Fund Summary

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

	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
Beginning Fund Balance	3,629,255	3,629,255	**500,673**
Current Revenues	299,380,450	288,032,449	**315,094,602**
Total Available Resources	303,009,705	291,661,704	**315,595,275**
Maintenance and Operations	292,328,000	291,161,031	**314,793,471**
Total Expenditures	292,328,000	291,161,031	**314,793,471**
Planned Ending Fund Balance	10,681,705	500,673	**801,804**
Total Budget	303,009,705	291,661,704	**315,595,275**

The above summarizes the FY2009 Current Budget, the FY2009 Estimate, and the FY2010 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 three Medicare Advantage Programs. 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 are 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 97% of the City's employees are enrolled in the HMO plan. Plan costs are prescribed by formula. The contribution ratio is established at a 74%/26% in aggregate with the City contributing 74%. Effective May 1, 2005, the City provided two new Medicare Advantage Plans and effective January 1, 2007, the City provided an additional Medicare Advantage plan under a copayment arrangement 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. FY2010 DHMO rates will increase by 4% 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

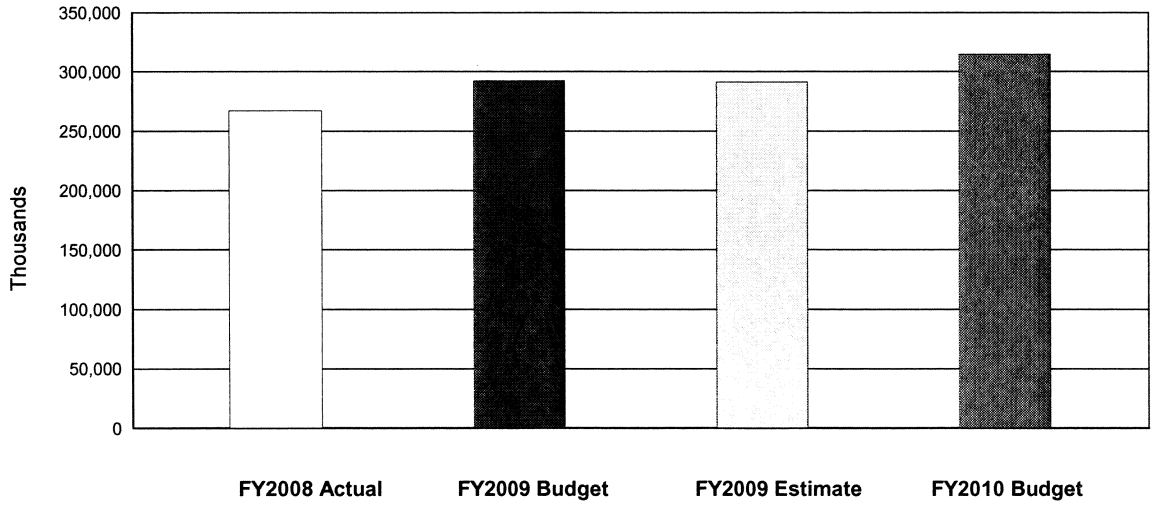
Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus. Area No. : 9000 / 8000

		FY2008 Actual	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
Expenditures	Personnel Services	2,361,029	2,963,965	2,553,923	**3,274,747**
	Supplies	70,443	82,388	69,406	**108,590**
	Other Services and Charges	264,619,414	289,259,004	288,532,802	**311,383,234**
	Equipment	0	5,879	0	**0**
	Non-Capital Equipment	40,339	16,764	4,900	**26,900**
	Total M & O Expenditures	267,091,225	292,328,000	291,161,031	**314,793,471**
	Debt Service & Other Uses	0	0	0	**0**
	Total Expenditures	267,091,225	292,328,000	291,161,031	**314,793,471**
Revenues		264,406,788	299,380,450	288,032,449	**315,094,602**
Staffing	Full-Time Equivalents - Civilian	37.3	44.8	38.2	**45.8**
	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	37.3	44.8	38.2	**45.8**
	Full-Time Equivalents-Overtime	0.2	0.0	0.2	**0.2**

Budget Highlights

- o Continue to explore options to mitigate cost to City and Subscribers.
- o Maintain a 74/26% aggregate contribution ratio, City/Subscribers.
- o Promote Medicare Advantage Plans to retirees.
- o Change in City's share of contribution on behalf of retirees.
- o Promote the Flexible Spending Accounts.
- o Analyze feasibility of releasing RFPs for Health Insurance.
- o Continue funding for 3% HOPE and 1.25% Pay for Performance increases.

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. 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, 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	FY2008 Actual			FY2009 Estimate			FY2010 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Employee education meeting	460			420			**450**		
Process COBRA letters	1,988			1,414			**1,500**		
Process enrollment changes	10,460			9,240			**9,500**		
Handle employee inquires	56,221			58,000			**60,000**		
		21.0	1,637,675		20.2	1,943,955		**26.3**	**2,330,553**
Meet with vendor	12			17			**15**		
Conduct annual surveys	1			1			**1**		
Annual Health Fair	1			1			**1**		
Meet with Dental vendor	10			12			**12**		
		2.0	151,033		2.0	156,042		**3.5**	**301,006**
Supervisory training	383			200			**375**		
Assess & Refer employees	875			875			**880**		
Employees oriented/ seminar attendance	3,483			3,200			**3,600**		
		3.9	383,455		4.0	375,988		**4.0**	**380,521**
Extra Milers newsletters	3			4			**4**		
Combined Mun. Campaign	1			1			**1**		
Public Service Recognition	1			1			**1**		
Benefits Publication	12			16			**16**		
City Savvy	4			4			**4**		
		4.2	393,098		5.0	432,766		**5.0**	**461,605**
Prepare monthly financial report	12			12			**12**		
Prepare budget	1			1			**1**		
		6.2	671,827		7.0	657,733		**7.0**	**767,472**
Employee Only	7,129			7,442			**7,656**		
Employee + 1	3,986			4,008			**4,123**		
Employee + 2 or more	8,809			8,841			**9,094**		
Retirees	6,875			6,837			**7,073**		
		0.0	237,356,636		0.0	260,045,604		**0.0**	**281,354,082**

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	FY2008 Actual			FY2009 Estimate			FY2010 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Retiree Only	363			489			**506**		
Retiree + 1	212			229			**237**		
Retiree + 2	0			0			**0**		
		0.0	291,329		0.0	376,562		**0.0**	**516,793**
Retiree only	309			437			**452**		
Retiree + 1	180			184			**190**		
Retiree + 2 or more	0			1			**1**		
		0.0	669,526		0.0	628,821		**0.0**	**821,640**
Retiree only	13			11			**11**		
Retiree + 1	1			1			**1**		
Retiree + 2 or more	0			0			**0**		
		0.0	7,298		0.0	5,273		**0.0**	**4,997**
Employee Only	313			313			**316**		
Employee + 1	87			89			**90**		
Employee + 2 or more	80			79			**80**		
		0.0	5,658,903		0.0	6,195,804		**0.0**	**6,608,897**
Retiree only	327			309			**320**		
Retiree + 1	118			92			**94**		
Retiree + 2 or more	2			7			**7**		
		0.0	4,384,310		0.0	4,578,810		**0.0**	**4,727,458**
Employee only	5,104			5,475			**5,495**		
Employee + 1	2,525			2,580			**2,595**		
Employee + 2 or more	4,535			4,590			**4,615**		
Retirees	2,460			2,495			**2,535**		
		0.0	3,003,619		0.0	3,054,532		**0.0**	**3,227,858**

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 pretax 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	FY2008 Actual			FY2009 Estimate			FY2010 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Employee only	1,855			1,915			**1,925**		
Employee + 1	1,252			1,265			**1,280**		
Employee + 2 or more	2,391			2,375			**2,390**		
Retirees	2,307			2,270			**2,305**		
		0.0	4,788,708		0.0	5,000,123		**0.0**	**5,529,810**
Employees participating	47			49			**50**		
		0.0	159,677		0.0	165,000		**0.0**	**175,000**
Employees participating	674			718			**750**		
		0.0	487,698		0.0	825,000		**0.0**	**1,000,000**
Active employees covered	21,083			21,600			**21,750**		
		0.0	1,205,815		0.0	864,860		**0.0**	**658,355**
Employee	9,766			10,095			**10,120**		
Spouse	3,694			3,745			**3,795**		
Children	4,319			4,415			**4,435**		
		0.0	4,951,813		0.0	4,598,024		**0.0**	**4,408,011**
Retirees covered	8,816			9,125			**9,150**		
		0.0	43,198		0.0	35,239		**0.0**	**27,450**

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.

Business Area Cost Center Summary

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

Performance Measures	FY2008 Actual			FY2009 Estimate			FY2010 Budget		
	Activities	FTEs	Costs $	Activities	FTEs	Costs $	Activities	FTEs	Costs $
Retiree only	162			233			**241**		
Retiree + 1	90			111			**115**		
Retiree + 2 or more	1			1			**1**		
		0.0	845,607		0.0	1,220,895		**0.0**	**1,491,963**
Total		37.3	267,091,225		38.2	291,161,031		**45.8**	**314,793,471**

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

JOB DESCRIPTION	PAY GRADE	FY2009 Current Budget FTE	FY2010 Budget FTE	Change
ACCOUNTANT ASSOCIATE	14	1.0	1.0	
ACCOUNTING SERVICES SUPERVISOR	17	0.0	1.0	1.0
ADMINISTRATIVE AIDE	10	1.0	1.0	
ADMINISTRATIVE ASSISTANT	17	3.8	2.7	(1.1)
ADMINISTRATIVE ASSOCIATE	13	0.0	2.0	2.0
ADMINISTRATIVE COORDINATOR	24	3.9	3.0	(0.9)
ADMINISTRATIVE SPECIALIST	20	3.0	3.0	
ADMINISTRATIVE SUPERVISOR	22	1.0	2.0	1.0
ASSISTANT DIRECTOR-HUMAN RESOURCES (EXE LEV	32	2.0	3.0	1.0
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	4.0	3.0	(1.0)
DIVISION MANAGER	29	1.0	1.0	
EAP MANAGER	26	1.0	1.0	
FINANCIAL ANALYST III	21	2.0	2.0	
FINANCIAL ANALYST IV	25	1.0	0.0	(1.0)
GRAPHIC DESIGNER	17	1.0	1.0	
HUMAN RESOURCES ASSISTANT	13	5.0	5.0	
HUMAN RESOURCES SPECIALIST	17	1.0	1.0	
HUMAN RESOURCES SUPERVISOR	24	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 OFFICE ASSISTANT	12	1.0	0.0	(1.0)
SENIOR STAFF ANALYST	28	1.0	1.0	
STAFF ANALYST	26	2.1	2.1	
SYSTEMS ACCOUNTANT III	27	0.0	1.0	1.0
Total FTEs		**44.8**	**45.8**	**1.0**
Less adjustment for Civilian Vacancy Factor		**0.0**	**0.0**	**0.0**
Full-Time Equivalents		**44.8**	**45.8**	**1.0**

Business Area Revenue Summary

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

Commit Item	Description	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
8000120001	**Benefits Administration**			
429090	Medical Part D Subsidy	1,607,891	1,167,355	**1,185,840**
429095	Medicare Part D Distribution	(1,607,891)	(1,167,355)	**(1,185,840)**
432010	Interest on Pooled Investments	550,000	430,000	**300,000**
Total	**Benefits Administration**	550,000	430,000	**300,000**
8000150002	**HMO Blue Texas**			
429020	Active Employees-City Insurance Contrib.	146,853,590	145,065,315	**157,346,655**
429030	Retirees - City Insurance Contribution	55,116,174	52,114,174	**56,649,004**
429040	Active Employees-Insurance Contribution	38,811,095	37,506,052	**40,525,316**
429080	Retirees Insurance Contribution	27,782,867	24,880,596	**29,653,168**
Total	**HMO Blue Texas**	268,563,726	259,566,137	**284,174,143**
8000150003	**Texan Plus (SelectCare of Texas)**			
429030	Retirees - City Insurance Contribution	282,932	285,451	**387,595**
429080	Retirees Insurance Contribution	94,311	90,039	**129,198**
Total	**Texan Plus (SelectCare of Texas)**	377,243	375,490	**516,793**
8000150004	**Texas HealthSprings**			
429030	Retirees - City Insurance Contribution	579,672	730,572	**616,230**
429080	Retirees Insurance Contribution	193,224	150,271	**205,410**
Total	**Texas HealthSprings**	772,896	880,843	**821,640**
8000150005	**Retiree Plan A**			
429030	Retirees - City Insurance Contribution	618	570	**480**
429080	Retirees Insurance Contribution	6,102	5,366	**5,284**
Total	**Retiree Plan A**	6,720	5,936	**5,764**
8000150006	**Active Employee - PPO**			
429020	Active Employees-City Insurance Contrib.	2,643,866	2,648,028	**3,830,439**
429040	Active Employees-Insurance Contribution	2,926,144	2,569,408	**2,922,188**
Total	**Active Employee - PPO**	5,570,010	5,217,436	**6,752,627**
8000150007	**Retiree - PPO**			
429030	Retirees - City Insurance Contribution	3,067,703	2,473,019	**2,703,077**
429080	Retirees Insurance Contribution	3,841,318	3,484,198	**3,302,111**
Total	**Retiree - PPO**	6,909,021	5,957,217	**6,005,188**
8000150009	**Dental DHMO**			
429040	Active Employees-Insurance Contribution	2,578,967	2,603,122	**2,745,537**
429080	Retirees Insurance Contribution	469,328	451,525	**482,321**
Total	**Dental DHMO**	3,048,295	3,054,647	**3,227,858**
8000150010	**Dental Indemnity**			
429040	Active Employees-Insurance Contribution	3,629,422	3,729,339	**4,121,545**
429080	Retirees Insurance Contribution	1,295,151	1,270,894	**1,408,265**
Total	**Dental Indemnity**	4,924,573	5,000,233	**5,529,810**
8000150011	**Dependent Care Reimbursement**			
429050	Active Employees Dependent Care	175,000	165,000	**175,000**
8000150012	**Health Flexible Spending Account**			
429055	Active Employees-Health Flex Account	1,000,000	825,000	**1,000,000**
8000150013	**Employee Basic Life**			
429020	Active Employees-City Insurance Contrib.	1,422,811	888,695	**658,355**
8000150014	**Active Employee Voluntary Life**			
429040	Active Employees-Insurance Contribution	4,982,342	4,598,678	**4,408,011**
8000150015	**Retiree Voluntary Life $5,000**			
429080	Retirees Insurance Contribution	48,465	36,510	**27,450**

Business Area Revenue Summary

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

Commit Item	Description	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
8000150016	**Aetna FFS (Fee for Service)**			
429030	Retirees - City Insurance Contribution	772,011	730,705	**1,118,972**
429080	Retirees Insurance Contribution	257,337	299,922	**372,991**
Total	**Aetna FFS (Fee for Service)**	1,029,348	1,030,627	**1,491,963**
Total	**Human Resources**	299,380,450	288,032,449	**315,094,602**

Business Area Expenditure Summary

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

Commit Item	Description	FY2008 Actual	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
500010	Salary Base Pay - Civilian	1,659,865	2,169,838	1,849,759	**2,350,450**
500030	Salary Part Time - Civilian	57,865	0	3,588	**0**
500060	Overtime - Civilian	8,211	13,974	9,035	**9,600**
500110	Bilingual Pay - Civilian	4,334	6,020	5,219	**4,760**
500210	Pay for Performance-Municipal	1,678	0	3,000	**0**
501070	Pension - Civilian	266,761	307,192	287,937	**345,516**
501120	Termination Pay - Civilian	4,563	0	177	**0**
501160	Vehicle Allowance - Civilian	4,216	4,236	4,211	**7,872**
502010	FICA - Civilian	126,705	173,988	138,461	**178,873**
503010	Health Ins-Act Civilian	188,831	243,082	207,175	**275,146**
503015	Basic Life Insurance - Active Civilian	2,253	2,915	1,451	**1,342**
503050	Health/Life Insurance - Retiree Civilian	22,359	27,460	30,659	**33,473**
503060	Long Term Disability-Civilian	5,190	3,842	3,435	**3,913**
503090	Workers Compensation-Civilian-Admin	8,003	9,853	9,061	**9,667**
503100	Workers Compensation-Civilian-Claim	0	0	755	**0**
504020	Compensation Contingency	0	0	0	**52,534**
504030	Unemployment Claims	195	1,565	0	**1,601**
Total	**Personnel Services**	**2,361,029**	**2,963,965**	**2,553,923**	**3,274,747**
511040	Audiovisual Supplies	0	0	0	**2,000**
511045	Computer Supplies	7,826	6,000	8,600	**20,950**
511050	Paper & Printing Supplies	3,110	5,600	3,553	**17,980**
511055	Publications & Printed Materials	779	9,038	828	**8,225**
511060	Postage	35,777	36,500	35,600	**35,985**
511070	Miscellaneous Office Supplies	20,865	22,300	18,000	**18,250**
511110	Fuel	293	0	0	**800**
511125	Food Supplies	795	0	300	**0**
511150	Miscellaneous Parts & Supplies	998	2,950	2,525	**4,400**
Total	**Supplies**	**70,443**	**82,388**	**69,406**	**108,590**
520100	Temporary Personnel Services	62,209	6,960	7,749	**9,400**
520108	Information Resource Services	0	8,400	0	**8,800**
520110	Management Consulting Services	32,507	616,580	466,483	**338,250**
520114	Miscellaneous Support Services	11,121	21,850	9,898	**25,000**
520115	Real Estate Lease/Office Rental	126,484	126,492	116,202	**128,220**
520119	Computer Equipment/Software Maintenance	7,926	4,158	11,022	**6,100**
520121	IT Application Svcs	7,795	13,123	8,634	**9,000**
520122	Office Equipment Services	0	0	0	**2,000**
520123	Vehicle & Motor Equipment Services	0	1,500	1,500	**1,900**
520515	Print Shop Services	30,137	22,500	14,516	**15,000**
520520	Printing & Reproduction Services	107,041	118,599	116,425	**121,200**
520605	Advertising Services	4,205	20,500	14,652	**8,200**
520705	Insurance Fees	1,206,106	838,555	865,160	**658,762**
520765	Membership & Professional Fees	2,700	7,700	6,088	**8,460**
520770	Insurance Administration Fees	347,829	376,618	301,690	**277,448**
520805	Education & Training	10,301	16,000	12,691	**16,550**
520900	CIP-Capital Equipment Acquisition	270,363	81,545	50,545	**0**
520905	Travel - Training Related	17	5,745	2,605	**6,600**
520910	Travel - Non-Training Related	3,781	5,585	1,234	**2,390**
521605	Data Services	4,957	5,220	9,220	**11,000**
521610	Voice Services	31,484	25,000	35,164	**11,400**
521620	Voice Equipment	791	0	7,676	**900**
521625	Voice Labor	2,576	0	2,263	**500**
521715	Office Equipment Rental	6,233	5,600	4,400	**8,160**

Business Area Expenditure Summary

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

Commit Item	Description	FY2008 Actual	FY2009 Current Budget	FY2009 Estimate	FY2010 Budget
521730	Parking Space Rental	21,137	10,750	13,220	**20,533**
521905	Legal Services	0	25,000	0	**25,000**
522205	Metro Commuter Passes	10,965	11,000	11,000	**12,350**
522430	Miscellaneous Other Services & Charges	10,256	8,300	10,203	**21,600**
522505	Employee Premiums	186,073,756	205,799,088	204,969,722	**221,193,439**
522510	Retiree Premiums	58,731,728	63,152,527	62,925,423	**68,601,500**
522520	Stop loss Premiums	429,872	508,776	441,452	**579,342**
522605	Active Employee Incurred Claims	13,013,379	13,492,338	13,832,957	**14,868,997**
522610	Retiree Insurred Claims	4,049,230	3,915,918	4,256,282	**4,371,456**
522615	Retiree "A" Medical Claims	2,528	2,512	2,161	**1,777**
522780	Interfund Photo Copy Services	0	4,565	4,565	**12,000**
Total	**Other Services and Charges**	**264,619,414**	**289,259,004**	**288,532,802**	**311,383,234**
560230	Computer HW and Developed SW	0	5,879	0	**0**
Total	**Equipment**	**0**	**5,879**	**0**	**0**
551010	Non-Capital Office Furniture & Equipment	39,804	6,000	0	**12,500**
551015	Non-Capital Computer Equipment	535	7,764	4,900	**10,650**
551020	Non-Capital Communication Equipment	0	3,000	0	**3,750**
Total	**Non-Capital Equipment**	**40,339**	**16,764**	**4,900**	**26,900**
	Grand Total Expenditures	**267,091,225**	**292,328,000**	**291,161,031**	**314,793,471**