Fund Summary

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

	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
Beginning Fund Balance	3,651,960	3,651,960	**1,538,027**
Revenues	312,986,570	310,493,495	**303,702,572**
Expenditures	312,607,428	312,607,428	**304,013,102**
Revenues Over/(Under) Expenditures	379,142	(2,113,933)	**(310,530)**
Ending Fund Balance	4,031,102	1,538,027	**1,227,497**

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 45% in the limited network plan, 45% in the open access plan, and 10% 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. FY2012 DHMO rates will increase by 3% in aggregate and indemnity rates will increase by 6%.

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.

Business Area Budget Summary

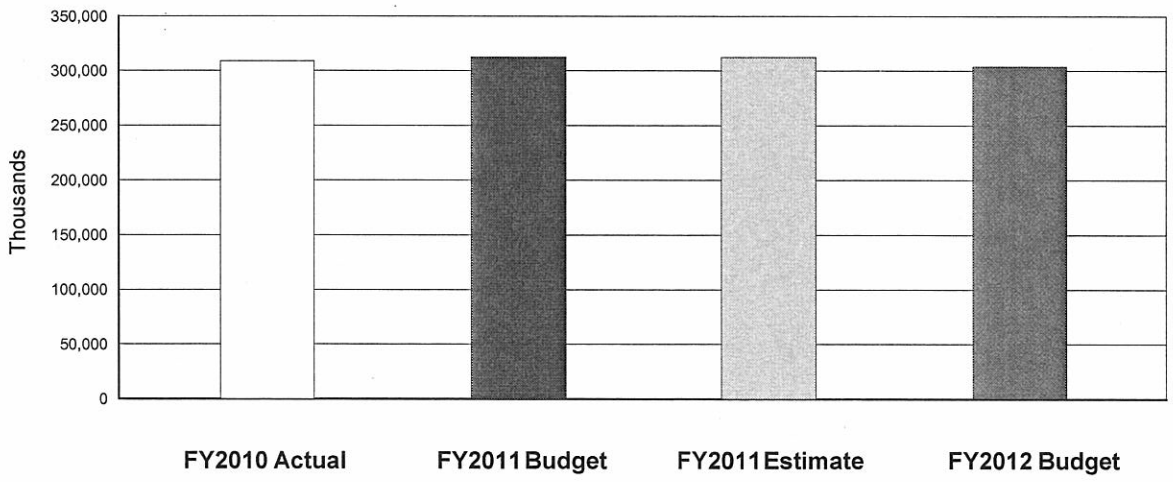
Fund Name : Health Benefits
Business Area Name : Human Resources
Fund No./Bus. Area No. : 9000 / 8000

		FY2010 Actual	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
Expenditures	Personnel Services	2,905,581	3,375,966	3,008,688	**3,687,542**
	Supplies	56,269	112,290	103,837	**108,500**
	Other Services and Charges	306,197,724	309,105,722	309,484,203	**300,199,410**
	Equipment	0	0	0	**0**
	Non-Capital Equipment	2,400	13,450	10,700	**17,650**
	Total M & O Expenditures	309,161,974	312,607,428	312,607,428	**304,013,102**
	Debt Service & Other Uses	0	0	0	**0**
	Total Expenditures	309,161,974	312,607,428	312,607,428	**304,013,102**
Revenues		311,961,526	312,986,570	310,493,495	**303,702,572**
Staffing	Full-Time Equivalents - Civilian	42.5	46.3	42.3	**48.0**
	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	42.5	46.3	42.3	**48.0**
	Full-Time Equivalents - Overtime	0.2	0.1	0.1	**0.1**

Significant Budget Changes and Highlights

- o Enculturate the new health benefits provider and educate subscribers on plan design and use.
- o Incorporate and promote citywide wellness activities.
- o Establish self-insured accounting, reporting and internal controls in the fiscal aspects of the plan.
- o Analyze and monitor health improvement strategies and results.

Health Benefits
Human Resources
Expenditure Summary



Division Mission and Performance Measures

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

Name: HR - Benefits Administration -- 800012

Mission: 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.

Goal: Maintain and analyze 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.

Performance Measures	FY2010 Actual	FY2011 Estimate	FY2012 Budget
Employee education meeting	403	450	**468**
Medical Plan Retiree Opt Out	N/A	650	**770**
Process COBRA notices	1,582	1,600	**3,291**
Members Inquiries	62,722	58,000	**50,000**

Name: HR - Employee Assistance Program -- 800013

Mission: 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.

Goal: 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.

Performance Measures	FY2010 Actual	FY2011 Estimate	FY2012 Budget
Supervisory training	25	315	**350**
Assess & Refer employees	789	765	**850**
Employee oriented/seminar attendance	1,564	1,537	**2,500**

Name: HR - Communications -- 800014

Mission: 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.

Goal: 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 health-care consumers. Educate employees about the importance of maintaining a healthy lifestyle. Engage employees, improve employee morale, foster teamwork and recognize employee achievements programs.

Performance Measures	FY2010 Actual	FY2011 Estimate	FY2012 Budget
Extra Milers newsletters	3	4	**4**
Combined Muni. Campaign	1	1	**1**
Public Service Recognition	1	1	**1**
Benefits Publication	16	16	**16**
City Savvy	3	4	**4**

Division Mission and Performance Measures

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

Name: HR - Benefits Financial/Reporting -- 800015

Mission: To manage a self-insured financial system that is responsive, accurate, timely and protects the city assets.

Goal: 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.

Performance Measures	FY2010 Actual	FY2011 Estimate	FY2012 Budget
Prepare monthly financial report	12	12	**12**
Prepare budget	1	1	**1**

Division Summary

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

Division Description	FY2010 Actual FTEs	FY2010 Actual Cost $	FY2011 Estimate FTEs	FY2011 Estimate Cost $	FY2012 Budget FTEs	FY2012 Budget Cost $
HR - Benefits Administration 800012						
Administer and analyze City-sponsored benefits for employees, retirees, and their dependents.	26.3	2,113,308	26.3	2,583,074	**31.0**	**3,165,681**
HR - Employee Assistance Program 800013						
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	366,866	4.0	389,274	**4.0**	**412,762**
HR - Communications 800014						
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	433,943	5.0	470,280	**5.0**	**491,599**
HR - Benefits Financial/Reporting 800015						
Assist in the design, maintenance, and interpretation of management reports on operational and financial matter, prepare the budget, and monitor the various benefits plans' financial impact.	7.2	306,247,857	7.0	309,164,800	**8.0**	**299,943,060**
Total	42.5	309,161,974	42.3	312,607,428	**48.0**	**304,013,102**

Business Area Roster Summary

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

Job Description	Pay Grade	FY2011 Current Budget FTE	FY2012 Budget FTE	Change
ACCOUNTANT ASSOCIATE	14	1.0	0.0	(1.0)
ACCOUNTING SERVICES SUPERVISOR	17	1.0	1.0	
ADMINISTRATIVE AIDE	10	2.0	1.0	(1.0)
ADMINISTRATIVE ASSISTANT	17	4.0	5.0	1.0
ADMINISTRATIVE ASSOCIATE	13	1.0	1.0	
ADMINISTRATIVE COORDINATOR	24	2.0	2.0	
ADMINISTRATIVE SPECIALIST	20	2.0	2.0	
ADMINISTRATIVE SUPERVISOR	22	2.0	2.0	
ASSISTANT DIRECTOR-HUMAN RESOURCES (EXE LEV)	32	1.0	0.0	(1.0)
COMMUNICATIONS SPECIALIST SUPERVISOR	23	1.0	1.0	
CUSTOMER SERVICE CLERK	10	1.0	1.0	
CUSTOMER SERVICE REP. I	13	1.0	1.0	
CUSTOMER SERVICE REP. II	15	3.0	3.0	
DEPUTY DIRECTOR (EXE LEV)	34	1.0	2.0	1.0
DIVISION MANAGER	29	1.0	1.0	
EAP MANAGER	26	1.0	1.0	
EXECUTIVE OFFICE ASSISTANT	15	0.0	1.0	1.0
FINANCIAL ANALYST III	21	1.0	1.0	
FINANCIAL ANALYST IV	25	0.0	1.0	1.0
GRAPHIC DESIGNER	17	1.0	1.0	
HUMAN RESOURCES ASSISTANT	13	5.0	4.0	(1.0)
HUMAN RESOURCES MANAGER	27	1.0	1.0	
HUMAN RESOURCES SPECIALIST	17	1.0	1.0	
HUMAN RESOURCES SUPERVISOR	24	1.0	1.0	
MANAGEMENT ANALYST III	21	1.0	0.0	(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 HUMAN RESOURCES GENERALIST	21	0.0	1.0	1.0
SENIOR STAFF ANALYST	28	1.0	2.0	1.0
STAFF ANALYST	26	3.3	4.0	0.7
SYSTEMS ACCOUNTANT III	27	1.0	1.0	
Total FTEs		**46.3**	**48.0**	**1.7**
Less adjustment for Civilian Vacancy Factor		**0.0**	**0.0**	**0.0**
Full-Time Equivalents		**46.3**	**48.0**	**1.7**

Business Area Revenue Summary

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

Commit Item	Description	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
8000120001	**Benefits Administration**			
426330	Miscellaneous Copies Fees	0	25	**0**
429090	Medical Part D Subsidy	1,229,467	1,229,467	**0**
429095	Medicare Part D Distribution	(1,229,467)	(1,229,467)	**0**
432010	Interest on Pooled Investments	300,000	230,000	**180,000**
Total	**Benefits Administration**	**300,000**	**230,025**	**180,000**
8000150002	**HMO Blue Texas**			
424110	Other Interfund Services	0	(3,000,000)	**0**
429020	Active Employees-City Insurance Contrib.	135,831,035	135,600,366	**0**
429030	Retirees - City Insurance Contribution	38,373,727	38,198,030	**0**
429040	Active Employees-Insurance Contribution	35,376,827	35,502,527	**0**
429080	Retirees Insurance Contribution	26,353,727	26,320,236	**0**
Total	**HMO Blue Texas**	**235,935,316**	**232,621,159**	**0**
8000150003	**Texan Plus (SelectCare of Texas)**			
429030	Retirees - City Insurance Contribution	1,031,616	1,066,013	**2,043,611**
429080	Retirees Insurance Contribution	343,872	337,914	**631,544**
Total	**Texan Plus (SelectCare of Texas)**	**1,375,488**	**1,403,927**	**2,675,155**
8000150004	**Texas HealthSprings**			
429030	Retirees - City Insurance Contribution	1,146,960	1,101,954	**2,334,189**
429080	Retirees Insurance Contribution	382,320	318,838	**722,475**
Total	**Texas HealthSprings**	**1,529,280**	**1,420,792**	**3,056,664**
8000150005	**Retiree Plan A**			
429030	Retirees - City Insurance Contribution	456	224	**0**
429080	Retirees Insurance Contribution	4,875	2,776	**2,900**
Total	**Retiree Plan A**	**5,331**	**3,000**	**2,900**
8000150006	**Active Employee - PPO**			
429020	Active Employees-City Insurance Contrib.	1,891,307	1,987,169	**0**
429040	Active Employees-Insurance Contribution	2,929,854	2,100,170	**0**
429100	PPO Medical Plan - Stop Loss Reimburseme	0	491,948	**0**
Total	**Active Employee - PPO**	**4,821,161**	**4,579,287**	**0**
8000150007	**Retiree - PPO**			
429030	Retirees - City Insurance Contribution	1,456,347	1,448,517	**0**
429080	Retirees Insurance Contribution	1,979,877	1,966,426	**0**
Total	**Retiree - PPO**	**3,436,224**	**3,414,943**	**0**
8000150009	**Dental DHMO**			
429040	Active Employees-Insurance Contribution	2,882,696	2,715,993	**2,693,530**
429080	Retirees Insurance Contribution	490,670	468,329	**530,233**
Total	**Dental DHMO**	**3,373,366**	**3,184,322**	**3,223,763**
8000150010	**Dental Indemnity**			
429040	Active Employees-Insurance Contribution	4,528,997	4,500,244	**4,379,192**
429080	Retirees Insurance Contribution	1,665,224	1,612,763	**1,854,174**
Total	**Dental Indemnity**	**6,194,221**	**6,113,007**	**6,233,366**
8000150011	**Dependent Care Reimbursement**			
429050	Active Employees Dependent Care	240,000	225,000	**240,000**
8000150012	**Health Flexible Spending Account**			
429055	Active Employees-Health Flex Account	1,100,000	1,085,000	**1,200,000**
8000150013	**Employee Basic Life**			
429020	Active Employees-City Insurance Contrib.	682,577	654,193	**646,812**
8000150014	**Active Employee Voluntary Life**			
429040	Active Employees-Insurance Contribution	4,911,942	5,098,178	**5,003,909**
8000150015	**Retiree Voluntary Life $5,000**			
429080	Retirees Insurance Contribution	28,437	28,525	**30,030**
8000150016	**Aetna FFS (Fee for Service)**			

Business Area Revenue Summary

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

Commit Item	Description	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
429030	Retirees - City Insurance Contribution	685,587	685,575	0
429080	Retirees Insurance Contribution	229,429	229,582	0
Total	**Aetna FFS (Fee for Service)**	**915,016**	**915,157**	**0**
8000150017	**Kelsey HMO**			
429030	Retirees - City Insurance Contribution	60,480	459,123	1,315,922
429080	Retirees Insurance Contribution	20,160	126,673	383,885
Total	**Kelsey HMO**	**80,640**	**585,796**	**1,699,807**
8000150018	**Aetna PPO**			
429030	Retirees - City Insurance Contribution	59,350	59,267	0
429080	Retirees Insurance Contribution	16,717	16,815	0
Total	**Aetna PPO**	**76,067**	**76,082**	**0**
8000150019	**Kelsey POS (Point-of-Service)**			
429030	Retirees - City Insurance Contribution	55,800	170,805	405,695
429080	Retirees Insurance Contribution	18,600	53,173	124,260
Total	**Kelsey POS (Point-of-Service)**	**74,400**	**223,978**	**529,955**
8000150020	**UHC Medicare**			
429030	Retirees - City Insurance Contribution	702,240	995,988	1,766,731
429080	Retirees Insurance Contribution	234,080	310,729	571,594
Total	**UHC Medicare**	**936,320**	**1,306,717**	**2,338,325**
8000150021	**AETNA ESA PPO**			
429030	Retirees - City Insurance Contribution	862,725	1,133,920	4,164,544
429080	Retirees Insurance Contribution	287,575	370,003	1,347,257
Total	**AETNA ESA PPO**	**1,150,300**	**1,503,923**	**5,511,801**
8000150022	**CIGNA Kelseycare - EPO Limited**			
429020	Active Employees-City Insurance Contrib.	13,860,045	13,860,045	80,565,117
429030	Retirees - City Insurance Contribution	1,432,880	1,432,880	9,284,345
429040	Active Employees-Insurance Contribution	3,013,050	3,013,050	17,502,084
429080	Retirees Insurance Contribution	1,785,947	1,785,947	11,550,291
Total	**CIGNA Kelseycare - EPO Limited**	**20,091,922**	**20,091,922**	**118,901,837**
8000150023	**CIGNA Open Access Plan - EPO Full**			
429020	Active Employees-City Insurance Contrib.	13,366,557	13,366,557	77,694,967
429030	Retirees - City Insurance Contribution	545,182	545,182	3,512,320
429040	Active Employees-Insurance Contribution	4,660,050	4,660,050	27,071,630
429080	Retirees Insurance Contribution	2,396,580	2,396,580	15,713,905
Total	**CIGNA Open Access Plan - EPO Full**	**20,968,369**	**20,968,369**	**123,992,822**
8000150024	**CIGNA Consumer Driven Health Plan**			
429020	Active Employees-City Insurance Contrib.	3,121,256	3,121,256	18,112,172
429030	Retirees - City Insurance Contribution	354,288	354,288	2,284,036
429040	Active Employees-Insurance Contribution	391,338	391,338	2,272,619
429080	Retirees Insurance Contribution	325,180	325,180	2,103,722
Total	**CIGNA Consumer Driven Health Plan**	**4,192,062**	**4,192,062**	**24,772,549**
8000150025	**CIGNA - Out of Area**			
429030	Retirees - City Insurance Contribution	126,508	126,508	770,715
429080	Retirees Insurance Contribution	441,623	441,623	2,692,162
Total	**CIGNA - Out of Area**	**568,131**	**568,131**	**3,462,877**
Total	**Human Resources**	**312,986,570**	**310,493,495**	**303,702,572**

Business Area Expenditure Summary

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

Commit Item	Description	FY2010 Actual	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
500010	Salary Base Pay - Civilian	2,118,466	2,430,708	2,135,412	**2,635,502**
500030	Salary Part Time - Civilian	4,142	0	0	**0**
500060	Overtime - Civilian	10,112	6,900	6,900	**5,000**
500110	Bilingual Pay - Civilian	5,520	4,500	6,252	**6,300**
500180	Temporary Employees	0	0	500	**0**
501070	Pension - Civilian	307,235	352,452	339,661	**474,390**
501120	Termination Pay - Civilian	8,487	0	58,923	**0**
501160	Vehicle Allowance - Civilian	2,278	7,944	4,200	**7,944**
502010	FICA - Civilian	152,294	192,612	167,182	**198,778**
503010	Health Ins-Act Civilian	249,611	278,317	248,645	**321,544**
503015	Basic Life Insurance - Active Civilian	1,242	1,432	1,280	**1,567**
503050	Health/Life Insurance - Retiree Civilian	34,847	36,135	27,602	**21,217**
503060	Long Term Disability-Civilian	3,423	3,941	3,367	**4,080**
503090	Workers Compensation-Civilian-Admin	7,986	9,736	8,764	**9,600**
504020	Compensation Contingency	0	49,669	0	**0**
504030	Unemployment Claims - Administration	(62)	1,620	0	**1,620**
Total	**Personnel Services**	**2,905,581**	**3,375,966**	**3,008,688**	**3,687,542**
511040	Audiovisual Supplies	0	2,000	2,000	**2,000**
511045	Computer Supplies	12,005	19,575	15,764	**18,900**
511050	Paper & Printing Supplies	3,181	18,700	19,400	**17,900**
511055	Publications & Printed Materials	566	10,765	10,673	**5,600**
511060	Postage	28,477	35,150	34,600	**35,800**
511070	Miscellaneous Office Supplies	9,233	21,200	16,500	**16,300**
511110	Fuel	0	800	800	**1,000**
511125	Food Supplies	1,350	0	0	**0**
511150	Miscellaneous Parts & Supplies	1,457	4,100	4,100	**11,000**
Total	**Supplies**	**56,269**	**112,290**	**103,837**	**108,500**
520100	Temporary Personnel Services	6,395	6,800	3,000	**5,000**
520108	Information Resource Services	223	2,000	2,000	**2,000**
520109	Medical Dental & Laboratory Services	62	0	100	**100**
520110	Management Consulting Services	194,962	579,871	400,000	**445,000**
520114	Miscellaneous Support Services	12,874	25,000	18,700	**20,000**
520115	Real Estate Lease/Office Rental	128,210	128,210	138,210	**168,210**
520119	Computer Equipment/Software Maintenance	2,272	16,000	22,000	**7,700**
520121	IT Application Svcs	27,299	18,054	18,054	**27,465**
520122	Office Equipment Services	0	2,000	2,000	**500**
520123	Vehicle & Motor Equipment Services	0	1,900	1,900	**1,900**
520126	Construction Site Work Services	0	53,401	44,830	**10,000**
520515	Print Shop Services	82,940	15,900	16,100	**12,300**
520520	Printing & Reproduction Services	106,447	117,200	117,100	**117,400**
520605	Advertising Services	0	8,200	2,500	**2,700**
520705	Insurance Fees	633,534	682,984	654,600	**647,280**
520765	Membership & Professional Fees	3,833	5,912	5,222	**6,052**
520770	Insurance Administration Fees	246,893	310,021	202,517	**0**
520771	Cigna - Active Ins Administration Fees	0	1,358,620	1,358,620	**7,770,543**
520772	Cigna - Reti <65 Ins Administration Fees	0	267,245	288,637	**1,844,844**
520773	Cigna - Reti >65 No Med Ins Admin Fees	0	3,484	3,484	**20,894**
520774	Cigna - Reti >65 with Med Ins Admin Fees	0	7,955	7,955	**47,723**
520805	Education & Training	11,615	28,425	28,245	**25,500**
520905	Travel - Training Related	790	19,900	19,600	**8,000**
520910	Travel - Non-Training Related	1,900	3,020	4,670	**5,600**
521605	Data Services	2,929	4,192	4,192	**6,833**

Business Area Expenditure Summary

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

Commit Item	Description	FY2010 Actual	FY2011 Current Budget	FY2011 Estimate	FY2012 Budget
521610	Voice Services	16,032	24,344	28,344	**13,689**
521620	Voice Equipment	968	5,919	5,919	**1,251**
521625	Voice Labor	192	2,194	2,194	**688**
521630	GIS Revolving Fund Services	0	1,741	1,741	**1,728**
521715	Office Equipment Rental	8,833	8,500	8,500	**8,500**
521730	Parking Space Rental	26,817	30,772	31,372	**37,772**
521905	Legal Services	8,597	30,000	30,000	**30,000**
522205	Metro Commuter Passes	15,876	16,000	14,600	**16,000**
522430	Miscellaneous Other Services & Charges	8,164	6,418	15,800	**32,200**
522445	Wellness Initiative	44,893	150,000	150,000	**160,000**
522505	Employee Premiums	219,907,858	189,375,117	189,857,659	**6,443,909**
522510	Retiree Premiums	65,565,023	55,585,711	55,117,529	**15,154,086**
522520	Stop loss Premiums	514,167	590,625	388,139	**0**
522525	Cigna - Active Individual Stop Loss Fees	0	646,610	646,610	**3,859,520**
522526	Cigna - Retiree <65 Indv Stop Loss Fees	0	127,609	137,372	**916,319**
522527	Cigna - Retiree >65 No Med Indv Stop Loss Fees	0	1,652	1,652	**10,342**
522528	Cigna - Retiree >65 with Med Indv Stop Loss Fees	0	9,191	9,191	**57,539**
522530	Cigna - Active Aggregate Stop Loss Fees	0	1,420,650	1,420,650	**8,290,458**
522531	Cigna - Retiree<65 Aggregate Stop Loss Fees	0	280,368	301,818	**1,968,303**
522532	Cigna - Retiree>65 No Med Aggr Stop Loss Fees	0	3,630	3,630	**22,215**
522533	Cigna - Retiree>65 with Med Aggr Stop Loss Fees	0	20,196	20,196	**123,599**
522535	Cigna - Retiree>65 with Medi Hlth Care Acct	0	3,828	3,828	**22,967**
522536	Cigna - Retiree<65 Health Care Acct	0	54,566	54,566	**348,887**
522537	Cigna - Active Health Care Account	0	288,717	288,717	**1,651,844**
522538	Cigna - Retiree>65 No Medi Hlth Care Acct	0	700	700	**4,200**
522605	Active Employee Incurred Claims	14,766,432	11,705,622	12,072,951	**7,198,526**
522610	Retiree Insurred Claims	3,848,981	4,944,354	4,895,962	**2,458,603**
522615	Retiree "A" Medical Claims	1,713	2,382	1,018	**2,000**
522625	Cigna - Active Medical Claims Expense	0	34,152,591	34,152,591	**198,445,793**
522630	Cigna - Retiree<65 Medical Claims Expense	0	5,402,019	5,909,316	**38,410,701**
522635	Cigna - Retiree>65 No Med Medical Claims Expens	0	147,346	147,346	**897,930**
522640	Cigna - Retiree>65 with Med Medical Claims	0	393,556	393,556	**2,398,341**
522722	KRONOS Service Chargeback	0	0	0	**1,456**
522780	Interfund Photo Copy Services	0	6,500	6,500	**6,500**
Total	**Other Services and Charges**	**306,197,724**	**309,105,722**	**309,484,203**	**300,199,410**
551010	Non-Capital Office Furniture & Equipment	0	7,000	5,000	**8,500**
551015	Non-Capital Computer Equipment	2,400	4,950	4,200	**7,150**
551020	Non-Capital Communication Equipment	0	1,500	1,500	**2,000**
Total	**Non-Capital Equipment**	**2,400**	**13,450**	**10,700**	**17,650**
	Grand Total Expenditures	**309,161,974**	**312,607,428**	**312,607,428**	**304,013,102**