

Health Insurance Fund Fiscal Year 2021 Budget

Committee of the Whole

August 25, 2020

Health Insurance Fund Budget Notes

- Based on 2021 budgeted positions
- Aggregate employer/employee contribution remains at 83%/17%
- FY21 is year 3 of a 4-year plan to achieve an 83%/17% across the board split for employer/employee contributions
- Health Insurance PPO rates increase 3.5%
- Health Insurance HMO rates decreases 2.65%
- Retiree rates decrease 40%
- Dental insurance rates remain flat
- Vision Insurance rates remain flat
- Life Insurance rates remain flat

Health Insurance Fund Budget for Fiscal Year 2021

	Revenue	Expense	Net
HEALTH Insurance Contribution Type	Budget	Budget	Budget
County EMPLOYER Contribution (83%)	13,875,549	13,875,549	-
County EMPLOYER Contribution - Vision	87,763	87,763	-
County EMPLOYER Contribution - Broker	108,227	100,800	7,427
County EMPLOYER Contribution - Life Ins	31,478	31,478	-
County EMPLOYER Contribution - MERP	812,250	784,677	27,573
County EMPLOYER Contribution - Retiree		40,000	(40,000)
County EMPLOYEE Contribution (17%)	2,841,980	2,841,980	-
RETIREE Contribution (90% - 100%)	344,000	344,000	-
Cost of HEALTH Insurance	18,101,247	18,106,247	(5,000)
DENTAL Insurance Contribution Type			
County EMPLOYER Contribution (61-62%)	474,279	474,279	-
County EMPLOYEE Contribution (38-39%)	301,351	301,351	-
RETIREE Contribution (100%)	32,000	32,000	-
Cost of DENTAL Insurance	807,630	807,630	-
Flexible Benefit Administration		15,000	(15,000)
Investment Income (0.4% of \$5,000,000)	20,000	-	20,000
Total	18,928,877	18,928,877	-

Change in Health Insurance Fund Budget

	2020 Budget	2021 Budget	Change	%
Total Expense Budget	19,274,688	18,928,877	(345,811)	-1.8%

Change is primarily due to a 40% reduction in retiree health insurance expense combined with a slight reduction in headcount in FY21 compared to FY20.