

## Self-Insurance Fund

### DESCRIPTION

The Self Insurance Fund provides for fiscal management of the County and School Board health insurance premiums. All health insurance premiums are budgeted in departmental budgets, but this internal service fund serves in the payment of premiums, charging departments for health insurance costs incurred, accounting for employee health insurance deductions, and providing adequate reserves to mitigate rate spikes of possible future rate increases. The revenue for the fund comes primarily from three sources:

premiums, investment income, and prior year balance. Premiums are generated from both the County as a benefit to employees, and the actual employees participating in the health insurance program. The County's share is \$4,390 for each participating employee. Each employee pays a premium based on the level of coverage selected in the program. The fund earns interest on cash balances. Finally, as necessary, funds from prior years are used to support the program. There are currently 3,272 plan participants.

### BUDGET SUMMARY

	<b>FY06 Actual</b>	<b>FY07 Budget</b>	<b>FY08 Budget</b>	<b>FY07 to FY08</b>
<b>Expenditures</b>				
Personnel	\$ 16,516,533	\$ 19,528,122	\$ 21,693,262	11.1%
Operating	4,256	-	-	0.0%
<b>Total Expenditures</b>	<b>\$ 16,520,789</b>	<b>\$ 19,528,122</b>	<b>\$ 21,693,262</b>	<b>11.1%</b>
<b>Revenues</b>				
Use of Money and Property	\$ 216,220	\$ 108,160	\$ 208,000	92.3%
Employee	7,035,830	7,286,922	7,395,777	1.5%
Employer	10,290,248	12,113,647	14,066,578	16.1%
Other	21,488	19,393	22,907	18.1%
Transfer from General Fund	210,000	-	-	0.0%
<b>Total Revenue</b>	<b>\$ 17,773,786</b>	<b>\$ 19,528,122</b>	<b>\$ 21,693,262</b>	<b>11.1%</b>
Generated Revenue Percent	98.8%	100.0%	100.0%	
General Fund Percent	1.2%	0.0%	0.0%	

### BUDGET HIGHLIGHTS

The increase in the FY08 budget is based on claims' projections.

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Below is the premium structure for health insurance rates for the time period of October 1, 2006 through September 30, 2007. The County currently contracts with Anthem Blue Cross Blue Shield.

	<b>Total Monthly Premium</b>	<b>Employer Monthly Share</b>	<b>Employee Premium</b>
<b>Healthkeepers 20</b>			
Employee only	\$ 370.00	\$ 332.00	\$ 38.00
Employee/Child	501.00	332.00	169.00
Employee/Spouse or 2 Children	631.00	332.00	299.00
Employee/Family	762.00	332.00	430.00

	<b>Total Monthly Premium</b>	<b>Employer Monthly Share</b>	<b>Employee Premium</b>
<b>Hkeepers Open Access 10</b>			
Employee only	\$ 378.00	\$ 332.00	\$ 46.00
Employee/Child	512.00	332.00	180.00
Employee/Spouse or 2 Children	646.00	332.00	314.00
Employee/Family	780.00	332.00	448.00

	<b>Total Monthly Premium</b>	<b>Employer Monthly Share</b>	<b>Employee Premium</b>
<b>Healthkeepers 20/20</b>			
Employee only	\$ 337.00	\$ 332.00	\$ 5.00
Employee/Child	406.00	332.00	74.00
Employee/Spouse or 2 Children	499.00	332.00	167.00
Employee/Family	592.00	332.00	260.00

### Five-Year Financial Plan

#### FY2008 - FY2012

	<b>FY08 Budget</b>	<b>FY09 Plan</b>	<b>FY10 Plan</b>	<b>FY11 Plan</b>	<b>FY12 Plan</b>
<b>Expenditures</b>					
Personnel	\$ 21,693,262	\$ 24,837,806	\$ 28,196,309	\$ 31,800,580	\$ 35,927,758
Total Expenditures	\$ 21,693,262	\$ 24,837,806	\$ 28,196,309	\$ 31,800,580	\$ 35,927,758
<b>Revenues</b>					
Use of Money and Property	\$ 208,000	\$ 216,320	\$ 224,973	\$ 233,972	\$ 243,331
Employee	7,395,778	8,302,204	9,354,463	10,525,821	11,875,657
Employer	14,066,578	16,295,460	18,592,098	21,015,021	23,781,973
Other	22,906	23,822	24,775	25,766	26,797
Total Revenue	\$ 21,693,262	\$ 24,837,806	\$ 28,196,309	\$ 31,800,580	\$ 35,927,758