

## Self-Insurance Fund

### DESCRIPTION

The Self-Insurance Fund provides for fiscal management of the County and School Board health insurance costs. The employer's share of health insurance costs are budgeted in departmental budgets, but this internal service fund serves in the payment of claims, accounting for employee health insurance deductions, and providing adequate reserves to mitigate increases in claims beyond those

anticipated. The revenue for the fund comes primarily from employer contributions, employee deductions, and investment income. The County's share is \$4,741 for each participating employee. Each employee has a deduction based on the level of coverage selected in the program. The fund earns interest on cash balances. There are currently 3,322 plan participants.

### BUDGET SUMMARY

	<b>FY07 Actual</b>	<b>FY08 Budget</b>	<b>FY09 Budget</b>	<b>FY08 to FY09</b>
Expenditures				
Personnel	\$ 18,479,871	\$ 21,693,262	\$ 24,915,139	14.9%
Total Expenditures	<u>\$ 18,479,871</u>	<u>\$ 21,693,262</u>	<u>\$ 24,915,139</u>	<u>14.9%</u>
Revenues				
Use of Money and Property	\$ 437,227	\$ 208,000	\$ 250,000	20.2%
Employee	7,251,036	7,395,777	7,764,233	5.0%
Employer	12,306,082	14,066,578	16,828,963	19.6%
Other	21,528	22,907	71,943	214.1%
Total Revenue	<u>\$ 20,015,873</u>	<u>\$ 21,693,262</u>	<u>\$ 24,915,139</u>	<u>14.9%</u>

### BUDGET HIGHLIGHTS

The increase in FY09 expenses is based on market trend increases in health care claims, the funding of the first phase of a joint County and School health and wellness program, and the funding of the retiree healthcare liability (\$1.1 million annually) as required under recent accounting standards. Employee deductions will increase three percent in FY09

following two years with no increases. Employer health insurance costs will increase to \$4,741 for each full-time participating employee. In addition, \$278 per benefit eligible employee will be contributed by the employer to fund the retiree healthcare liability in FY09.

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### HEALTH INSURANCE RATES

Below is the structure for health insurance rates effective January 1, 2008. The County currently contracts with Southern Health.

	<b>Total Monthly Cost</b>		<b>Employer Monthly Share</b>		<b>Employee Monthly Deduction</b>
<b>Care POS Open Access</b>					
Employee only	\$ 403.83	\$	365.83	\$	38.00
Employee/Child	534.83		365.83		169.00
Employee/Spouse or 2 Children	664.83		365.83		299.00
Employee/Family	795.83		365.83		430.00
 <b>Value HMO Open Access</b>					
Employee only	\$ 370.83	\$	365.83	\$	5.00
Employee/Child	439.83		365.83		74.00
Employee/Spouse or 2 Children	532.83		365.83		167.00
Employee/Family	625.83		365.83		260.00

### FIVE-YEAR FINANCIAL PLAN

	<b>Five-Year Financial Plan</b>				
	<b>FY2009 - FY2013</b>				
	<b>FY09 Budget</b>	<b>FY10 Plan</b>	<b>FY11 Plan</b>	<b>FY12 Plan</b>	<b>FY13 Plan</b>
Expenditures					
Personnel	\$ 24,915,139	\$ 27,621,830	\$ 30,626,125	\$ 33,960,763	\$ 37,662,076
Total Expenditures	\$ 24,915,139	\$ 27,621,830	\$ 30,626,125	\$ 33,960,763	\$ 37,662,076
Revenues					
Use of Money and Property	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 250,000
Employee	7,764,233	8,618,299	9,566,311	10,618,606	11,786,652
Employer	16,828,963	18,680,149	20,734,965	23,015,811	25,547,551
Other	71,943	73,382	74,849	76,346	77,873
Total Revenue	\$ 24,915,139	\$ 27,621,830	\$ 30,626,125	\$ 33,960,763	\$ 37,662,076