

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 and retiree healthcare liability 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 \$7,086 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 3,187 budgeted plan participants.

BUDGET SUMMARY

	FY10 Actual	FY11 Budget	FY12 Budget	FY11 to FY12
Expenditures				
Personnel	\$ 25,933,704	\$ 28,505,462	\$ 30,989,791	8.7%
Operating	104,264	158,412	161,225	1.8%
Total Expenditures	\$ 26,037,968	\$ 28,663,874	\$ 31,151,016	8.7%
Revenues				
Use of Money and Property	\$ 146,289	\$ 150,000	\$ 160,000	6.7%
Employee	8,108,351	8,527,994	8,605,000	0.9%
Employer	18,167,592	19,413,880	22,313,016	14.9%
OPEB	820,982	-	-	0.0%
Other	140,331	72,000	73,000	1.4%
Fund Balance	-	500,000	-	(100.0%)
Total Revenue	\$ 27,383,545	\$ 28,663,874	\$ 31,151,016	8.7%
Part-time Positions	1	1	1	0.0%
Full-time Equivalents	0.5	0.5	0.5	0.0%

BUDGET HIGHLIGHTS

The increase in FY12 expenses is based on market trend increases in health care claims and the funding of a joint County and School health and wellness program. There is no additional liability requirement anticipated in FY12; therefore, the FY12 budget proposes a

one year deferment. Employee premiums will be established in the spring time frame. Employer health insurance costs will increase to \$7,086 for each full-time participating employee.

Self-Insurance Fund

Five-Year Financial Plan FY2012 - FY2016

	FY12 Budget	FY13 Plan	FY14 Plan	FY15 Plan	FY16 Plan
Expenditures					
Personnel	\$ 30,989,791	\$ 33,857,172	\$ 36,616,271	\$ 39,808,827	\$ 43,335,375
Operating	161,225	162,225	163,225	164,225	165,225
Total Expenditures	<u>\$ 31,151,016</u>	<u>\$ 34,019,397</u>	<u>\$ 36,779,496</u>	<u>\$ 39,973,052</u>	<u>\$ 43,500,600</u>
Revenues					
Use of Money and Property	\$ 160,000	\$ 161,600	\$ 163,216	\$ 164,848	\$ 166,496
Employee	8,605,000	8,863,150	9,129,045	9,311,626	9,497,860
Employer	22,313,016	24,321,187	26,753,306	29,696,170	32,962,749
OPEB	-	600,000	660,000	726,000	798,600
Other	73,000	73,460	73,929	74,408	74,896
Total Revenue	<u>\$ 31,151,016</u>	<u>\$ 34,019,397</u>	<u>\$ 36,779,496</u>	<u>\$ 39,973,052</u>	<u>\$ 43,500,600</u>