

FISCAL YEAR 2016 BUDGET

Fund Summary

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

| | <u>FY2015</u> <u>Current Budget</u> | <u>FY2015</u> <u>Estimate</u> | <u>FY2016</u> <u>Budget</u> |
|-----------------------------|--|----------------------------------|----------------------------------|
| Beginning Fund Balance | 30,089,107 | 30,089,107 | 32,584,354 |
| Current Revenues | 343,826,202 | 337,924,981 | 337,511,858 |
| Total Available Resources | <u>373,915,309</u> | <u>368,014,088</u> | 370,096,212 |
| Maintenance and Operations | 343,799,513 | 335,429,734 | 346,609,041 |
| Total Expenditures | <u>343,799,513</u> | <u>335,429,734</u> | 346,609,041 |
| Planned Ending Fund Balance | <u>30,115,796</u> | <u>32,584,354</u> | 23,487,171 |
| Total Budget | <u><u>373,915,309</u></u> | <u><u>368,014,088</u></u> | <u><u>370,096,212</u></u> |

Subsequent to a highly competitive proposal process, effective May 1, 2014, the City awarded CIGNA a three year contract with two one-year renewal options for administrative services only (ASO). The 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 five 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. The Vision plan is funded exclusively by participants. 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 the implementation of the new health benefits vendor, the City changed its funding method from fully-insured to self-insured. Effective May 1, 2013, the City no longer purchases individual and aggregate stop-loss coverage. With the change the City assumes the financial risk of catastrophic and overall claim liability. Enrollment distribution in the medical plans is predicted to be 75% in the limited network plan, 18% in the open access plan, and 7% 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. FY2016 DHMO rates will increase by 3% and Indemnity rates will increase by 5% from FY2015.

Life Insurance

Effective October 1, 2013, the City awarded a three year contract with two one-year renewal options to Dearborn National Life Insurance Company. Dearborn offered the most competitive proposal to improve benefits and reduced the basic life insurance premium rate by 2%. Under such contract, the Basic Coverage is one times base annual 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.

Vision Insurance

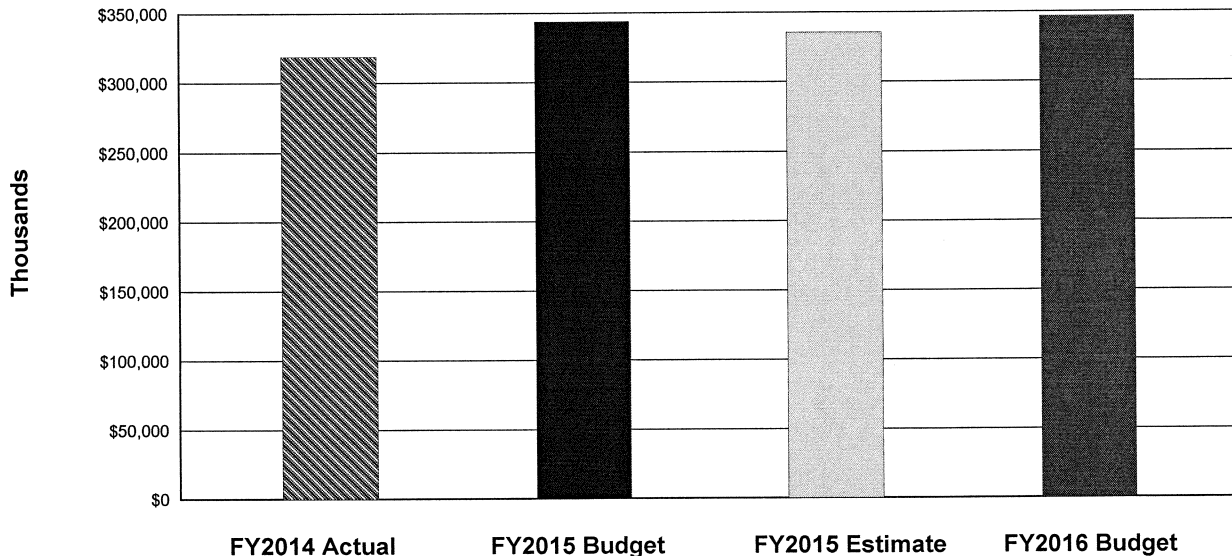
Effective May 1, 2013, the City awarded Superior Vision (formerly Block Vision) a three-year contract with two one-year options to provide vision services. The plan year is May through April. The vision plan is provided to city employees, certain retirees and their dependents, and is funded exclusively by participants. Limited vision coverage was previously available through CIGNA.

FISCAL YEAR 2016 BUDGET

Business Area Budget Summary

| | | | | | |
|---|---|--------------------------|----------------------------------|----------------------------|--------------------------|
| Fund Name : | | Health Benefits | | | |
| Business Area : | | Human Resources | | | |
| Fund No. /Bus. Area No. : | | 9000 / 8000 | | | |
| | | FY2014 Actual | FY2015 Current Budget | FY2015 Estimate | FY2016 Budget |
| Expenditures | Personnel Services | 4,130,454 | 4,893,029 | 4,640,183 | 5,043,780 |
| | Supplies | 80,266 | 129,348 | 125,848 | 129,348 |
| | Other Services and Charges | 314,753,764 | 338,752,602 | 330,639,169 | 341,421,062 |
| | Non-Capital Equipment | 26,678 | 24,534 | 24,534 | 14,851 |
| | Total M & O Expenditures | 318,991,162 | 343,799,513 | 335,429,734 | 346,609,041 |
| | Debt Service & Other Uses | 0 | 0 | 0 | 0 |
| | Total Expenditure | 318,991,162 | 343,799,513 | 335,429,734 | 346,609,041 |
| Revenues | | 339,764,595 | 343,826,202 | 337,924,981 | 337,511,858 |
| Staffing | Full-Time Equivalents - Civilian | 45.4 | 52.6 | 52.6 | 52.1 |
| | 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 | 45.4 | 52.6 | 52.6 | 52.1 |
| | Full-Time Equivalents - Overtime | 1.0 | 0.1 | 0.1 | 0.0 |
| Significant Budget Changes and Highlights | o The FY2016 Budget provides funding for health benefits and pension contribution. | | | | |
| | o Increased expenditures in FY2016 are mainly driven by managing health care costs and wellness initiatives. | | | | |
| | o The FY2016 Budget includes funding for additional staff to enhance self-insured accounting requirements, reporting and internal controls. | | | | |

**Health Benefits
Human Resources
Expenditure Summary**



FISCAL YEAR 2016 BUDGET

Business Area Performance Measures

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

| Performance Measure | Priority | FY2014 Actual | FY2015 Budget | FY2015 Estimate | FY2016 Budget |
|---|----------|---------------|---------------|-----------------|---------------|
| Facilitate Biometric Screenings | Q,F | N/A | N/A | N/A | 5,000 |
| Health Assessment Participation | Q,F | N/A | N/A | N/A | 85% |
| Respond to Member Inquiries within 1 Work Day | J | N/A | 95% | 95% | 95% |
| Wellness Milestone Completion | Q,F | N/A | N/A | N/A | 85% |
| Expenditures Budget vs Actual Utilization | F | 89% | 98% | 98% | 98% |
| Revenues Budget vs Actual Utilization | F | 95% | 100% | 98% | 100% |

Mayor's Five Priorities: Jobs and Sustainable Development (J) Public Safety (P) Infrastructure (I)
 Fiscal Responsibility (F) Quality of Life (Q)

FISCAL YEAR 2016 BUDGET

| Division Summary | | | | | | | |
|---|----------------------|--------------------|------------------------|--------------------|----------------------|--------------------|--|
| Fund Name : Health Benefits | | | | | | | |
| Business Area : Human Resources | | | | | | | |
| Fund No. /Bus Area No. : 9000 / 8000 | | | | | | | |
| Division Description | FY2014 Actual | | FY2015 Estimate | | FY2016 Budget | | |
| | FTEs | Costs \$ | FTEs | Costs \$ | FTEs | Costs \$ | |
| HR - Benefits Administration 800012 Administer and analyze City sponsored benefits by utilizing a customer focused approach for employees, retirees, and their dependents. Creates a healthy culture throughout the City of Houston that positively affects employee productivity and morale, thereby leading to the City being an "employer of choice". | 29.5 | 4,037,691 | 33.6 | 4,313,755 | 32.6 | 6,427,332 | |
| 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. | 3.1 | 533,757 | 3.0 | 618,373 | 2.8 | 601,757 | |
| 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 and educate employees about their benefit choices and foster an environment of wellness. | 5.2 | 729,156 | 8.0 | 797,687 | 7.4 | 778,143 | |
| HR - Benefits Financial/Reporting 800015 Assist in the design, maintenance and interpretation of management reports on operational and financial matters. Prepare the budget and monitor the various benefit plans' financial impact. | 7.6 | 313,690,558 | 8.0 | 329,699,919 | 9.3 | 338,801,809 | |
| Total | 45.4 | 318,991,162 | 52.6 | 335,429,734 | 52.1 | 346,609,041 | |

FISCAL YEAR 2016 BUDGET

Business Area Roster Summary

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

| Job Description | Pay Grade | FY2015 Current Budget FTE | FY2016 Budget FTE | Change |
|--|------------------|----------------------------------|--------------------------|---------------|
| ADMINISTRATION MANAGER | 26 | 2.0 | 2.0 | 0.0 |
| ADMINISTRATIVE ASSISTANT | 17 | 5.0 | 4.0 | (1.0) |
| ADMINISTRATIVE COORDINATOR | 24 | 3.8 | 4.0 | 0.2 |
| ADMINISTRATIVE SPECIALIST | 20 | 2.0 | 3.0 | 1.0 |
| ADMINISTRATIVE SUPERVISOR | 22 | 2.0 | 2.0 | 0.0 |
| ASSIST. DIRECTOR-HR (EXEC) | 32 | 1.0 | 1.0 | 0.0 |
| COMMUNICATIONS SPECIALIST | 15 | 1.0 | 1.0 | 0.0 |
| COMMUNICATIONS SPECIALIST SUPERVISOR | 23 | 1.0 | 1.0 | 0.0 |
| CUSTOMER SERVICE CLERK | 10 | 2.0 | 2.0 | 0.0 |
| CUSTOMER SERVICE REP. I | 13 | 1.0 | 1.0 | 0.0 |
| CUSTOMER SERVICE REP. II | 15 | 2.0 | 2.0 | 0.0 |
| DEPUTY ASSISTANT DIRECTOR (EXEC) | 30 | 0.0 | 1.0 | 1.0 |
| DEPUTY DIRECTOR (EXEC) | 34 | 1.0 | 1.0 | 0.0 |
| DIVISION MANAGER | 29 | 2.0 | 1.0 | (1.0) |
| EXECUTIVE OFFICE ASSISTANT | 15 | 1.0 | 1.0 | 0.0 |
| FINANCIAL ANALYST III | 21 | 1.0 | 1.0 | 0.0 |
| FINANCIAL ANALYST IV | 25 | 1.8 | 3.0 | 1.2 |
| GRAPHIC DESIGNER | 17 | 1.0 | 1.0 | 0.0 |
| HUMAN RESOURCES ASSISTANT | 13 | 4.0 | 3.0 | (1.0) |
| HUMAN RESOURCES SPECIALIST | 17 | 1.0 | 2.0 | 1.0 |
| HUMAN RESOURCES SUPERVISOR | 24 | 2.0 | 2.0 | 0.0 |
| MANAGEMENT INTERN | 11 | 0.8 | 0.0 | (0.8) |
| SENIOR COMMUNICATIONS SPECIALIST | 20 | 4.0 | 4.0 | 0.0 |
| SENIOR CONTRACT COMPLIANCE OFFICER | 18 | 0.0 | 1.0 | 1.0 |
| SENIOR COUNSELOR | 22 | 2.0 | 2.0 | 0.0 |
| SENIOR PUBLIC HEALTH EDUCATOR | 18 | 1.0 | 3.0 | 2.0 |
| SENIOR STAFF ANALYST | 28 | 3.0 | 2.0 | (1.0) |
| SENIOR TRAINER | 21 | 2.0 | 0.0 | (2.0) |
| STAFF ANALYST | 26 | 2.0 | 3.0 | 1.0 |
| SYSTEMS ACCOUNTANT III | 27 | 2.0 | 2.0 | 0.0 |
| Total FTEs | | 54.4 | 56.0 | 1.6 |
| Less Adjustment for Civilian Vacancy Factor | | 1.8 | 3.9 | 2.1 |
| Full-Time Equivalent | | 52.6 | 52.1 | (0.5) |

FISCAL YEAR 2016 BUDGET

Business Area Revenue Summary

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

| Commit Item | Description | FY2015 Current Budget | FY2015 Estimate | FY2016 Budget |
|--------------------|--|------------------------------|------------------------|----------------------|
| 8000120001 | Strategic Benefits Operations | | | |
| 432010 | Interest on Pooled Investments | 405,000 | 405,000 | 425,000 |
| 452030 | Miscellaneous Revenue | 0 | 389,559 | 0 |
| 8000120004 | Wellness | | | |
| 429110 | Active Employee Health Surcharge | 0 | 0 | 1,672,800 |
| 452030 | Miscellaneous Revenue | 0 | 5,000 | 0 |
| 8000150001 | Benefits Financial/ Reporting | | | |
| 426330 | Miscellaneous Copies Fees | 0 | 11 | 0 |
| 8000150003 | Texan Plus (SelectCare of Texas) | | | |
| 429030 | Retirees - City Insurance Contribution | 1,408,190 | 1,325,687 | 1,112,119 |
| 429080 | Retirees Insurance Contribution | 425,590 | 347,633 | 334,152 |
| 8000150004 | Texas HealthSprings | | | |
| 429030 | Retirees - City Insurance Contribution | 893,905 | 841,754 | 1,190,140 |
| 429080 | Retirees Insurance Contribution | 236,128 | 267,975 | 349,272 |
| 8000150005 | Retiree Plan A | | | |
| 429080 | Retirees Insurance Contribution | 1,936 | 1,936 | 1,632 |
| 8000150009 | Dental DHMO | | | |
| 429040 | Active Employees-Insurance Contribution | 2,621,477 | 2,476,388 | 2,596,011 |
| 429080 | Retirees Insurance Contribution | 575,641 | 561,926 | 585,241 |
| 8000150010 | Dental Indemnity | | | |
| 429040 | Active Employees-Insurance Contribution | 5,145,111 | 5,266,603 | 5,578,229 |
| 429080 | Retirees Insurance Contribution | 1,935,823 | 1,945,934 | 2,073,145 |
| 8000150011 | Dependent Care Reimbursement | | | |
| 429050 | Active Employees Dependent Care | 265,000 | 315,000 | 325,000 |
| 8000150012 | Health Flexible Spending Account | | | |
| 429055 | Active Employees-Health Flex Account | 2,950,000 | 3,275,000 | 3,500,000 |
| 434505 | Prior Year Expenditure Recovery | 0 | 22,405 | 0 |
| 8000150013 | Employee Basic Life | | | |
| 429020 | Active Employees-City Insurance Contrib. | 722,236 | 674,743 | 720,969 |
| 8000150014 | Active Employee Voluntary Life | | | |
| 429040 | Active Employees-Insurance Contribution | 5,023,736 | 4,940,839 | 5,230,478 |
| 8000150015 | Retiree Voluntary Life \$5,000 | | | |
| 429080 | Retirees Insurance Contribution | 61,950 | 77,149 | 82,515 |
| 8000150017 | Kelsey HMO | | | |
| 429030 | Retirees - City Insurance Contribution | 4,263,194 | 4,977,364 | 5,908,870 |
| 429080 | Retirees Insurance Contribution | 1,264,423 | 1,489,192 | 1,793,520 |
| 8000150019 | Kelsey POS (Point-of-Service) | | | |
| 429030 | Retirees - City Insurance Contribution | 945,684 | 549,868 | 0 |
| 429080 | Retirees Insurance Contribution | 293,954 | 141,149 | 0 |
| 8000150020 | UHC Medicare | | | |
| 429030 | Retirees - City Insurance Contribution | 6,090,471 | 6,519,058 | 6,798,378 |
| 429080 | Retirees Insurance Contribution | 1,930,204 | 1,884,865 | 2,167,788 |
| 8000150021 | AETNA ESA PPO | | | |
| 429030 | Retirees - City Insurance Contribution | 5,833,527 | 5,787,819 | 5,451,054 |
| 429080 | Retirees Insurance Contribution | 1,864,619 | 1,700,255 | 1,754,598 |
| 8000150022 | CIGNA Kelseycare - EPO Limited | | | |
| 424110 | Other Interfund Services | 0 | (9,057,735) | 0 |
| 429020 | Active Employees-City Insurance Contrib. | 158,548,482 | 160,620,110 | 150,952,643 |

FISCAL YEAR 2016 BUDGET

Business Area Revenue Summary

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

| Commit Item | Description | FY2015 Current Budget | FY2015 Estimate | FY2016 Budget |
|------------------------------|--|------------------------------|------------------------|----------------------|
| 429030 | Retirees - City Insurance Contribution | 15,148,152 | 15,104,058 | 12,832,034 |
| 429040 | Active Employees-Insurance Contribution | 31,068,803 | 31,118,728 | 32,416,558 |
| 429060 | Active Employees-LWOP Contribution | 0 | 49,575 | 0 |
| 429070 | Cobra Contributions | 0 | 105,746 | 0 |
| 429080 | Retirees Insurance Contribution | 17,504,667 | 16,211,685 | 17,669,778 |
| 429110 | Active Employee Health Surcharge | 0 | 630,778 | 0 |
| 8000150023 | CIGNA Open Access Plan - EPO Full | | | |
| 429020 | Active Employees-City Insurance Contrib. | 34,106,630 | 34,018,942 | 31,498,414 |
| 429030 | Retirees - City Insurance Contribution | 2,229,490 | 1,906,453 | 1,488,473 |
| 429040 | Active Employees-Insurance Contribution | 10,319,664 | 10,104,289 | 10,528,679 |
| 429060 | Active Employees-LWOP Contribution | 0 | 15,266 | 0 |
| 429070 | Cobra Contributions | 0 | 18,062 | 0 |
| 429080 | Retirees Insurance Contribution | 5,223,191 | 4,054,252 | 4,475,096 |
| 429110 | Active Employee Health Surcharge | 0 | 233,088 | 0 |
| 8000150024 | CIGNA Consumer Driven Health Plan | | | |
| 429020 | Active Employees-City Insurance Contrib. | 14,045,992 | 15,854,449 | 15,019,920 |
| 429030 | Retirees - City Insurance Contribution | 2,632,980 | 2,773,425 | 2,443,314 |
| 429040 | Active Employees-Insurance Contribution | 1,559,335 | 1,735,083 | 1,820,253 |
| 429060 | Active Employees-LWOP Contribution | 0 | 4,502 | 0 |
| 429070 | Cobra Contributions | 0 | 3,305 | 0 |
| 429080 | Retirees Insurance Contribution | 2,514,142 | 2,429,916 | 2,717,805 |
| 429110 | Active Employee Health Surcharge | 0 | 70,950 | 0 |
| 8000150025 | CIGNA - Out of Area | | | |
| 429030 | Retirees - City Insurance Contribution | 338,087 | 388,602 | 287,251 |
| 429080 | Retirees Insurance Contribution | 1,065,756 | 947,552 | 1,042,855 |
| 8000150035 | HR - Vision | | | |
| 429040 | Active Employees-Insurance Contribution | 2,169,250 | 2,132,767 | 2,389,161 |
| 429080 | Retirees Insurance Contribution | 193,782 | 261,021 | 278,713 |
| Total Human Resources | | 343,826,202 | 337,924,981 | 337,511,858 |

FISCAL YEAR 2016 BUDGET

Business Area Expenditure Summary

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

| Commit Item | Description | FY2014 Actual | FY2015 Current Budget | FY2015 Estimate | FY2016 Budget |
|--------------------|--|----------------------|------------------------------|------------------------|----------------------|
| 500010 | Salary Base Pay - Civilian | 2,770,029 | 3,289,380 | 3,070,609 | 3,310,431 |
| 500030 | Salary Part Time - Civilian | 16,121 | 0 | 37,374 | 42,224 |
| 500060 | Overtime - Civilian | 49,229 | 0 | 15,149 | 0 |
| 500110 | Bilingual Pay - Civilian | 3,633 | 3,615 | 4,590 | 4,524 |
| 501050 | Employee Awards | 4,160 | 0 | 0 | 0 |
| 501070 | Pension - Civilian | 633,845 | 834,188 | 780,147 | 905,733 |
| 501120 | Termination Pay - Civilian | 18,678 | 0 | 12,648 | 0 |
| 502010 | FICA - Civilian | 202,945 | 250,451 | 226,458 | 253,311 |
| 503010 | Health Ins-Act Civilian | 376,918 | 465,993 | 441,088 | 483,188 |
| 503015 | Basic Life Insurance - Active Civilian | 1,577 | 1,909 | 1,762 | 1,930 |
| 503050 | Health/Life Insurance - Retiree Civilian | 23,518 | 27,259 | 24,635 | 21,076 |
| 503060 | Long Term Disability-Civilian | 3,831 | 4,562 | 4,159 | 4,345 |
| 503090 | Workers Compensation-Civilian-Admin | 9,774 | 14,062 | 13,388 | 15,392 |
| 503100 | Workers Compensation-Civilian-Claim | 1,909 | 0 | 296 | 296 |
| 504030 | Unemployment Claims - Administration | 14,287 | 1,610 | 7,880 | 1,330 |
| Total | Personnel Services | 4,130,454 | 4,893,029 | 4,640,183 | 5,043,780 |
| 511020 | Construction Materials | 2,296 | 0 | 0 | 0 |
| 511045 | Computer Supplies | 1,537 | 9,800 | 8,800 | 9,800 |
| 511050 | Paper & Printing Supplies | 14,627 | 22,900 | 22,400 | 22,900 |
| 511055 | Publications & Printed Materials | 896 | 19,748 | 19,748 | 19,748 |
| 511060 | Postage | 7,327 | 28,300 | 28,300 | 28,300 |
| 511070 | Miscellaneous Office Supplies | 33,934 | 34,000 | 33,000 | 34,000 |
| 511125 | Food Supplies | 5,491 | 0 | 0 | 0 |
| 511150 | Miscellaneous Parts & Supplies | 14,158 | 14,600 | 13,600 | 14,600 |
| Total | Supplies | 80,266 | 129,348 | 125,848 | 129,348 |
| 520100 | Temporary Personnel Services | 89,040 | 99,100 | 226,573 | 87,000 |
| 520108 | Information Resource Services | 0 | 3,000 | 3,000 | 3,000 |
| 520109 | Medical Dental & Laboratory Services | 285 | 150 | 150 | 150 |
| 520110 | Management Consulting Services | 762,007 | 602,578 | 602,578 | 713,500 |
| 520114 | Miscellaneous Support Services | 62,681 | 133,000 | 133,000 | 133,000 |
| 520115 | Real Estate Lease/Office Rental | 158,460 | 168,210 | 168,210 | 168,210 |
| 520119 | Computer Eq/SW Mnt | 36,201 | 313,100 | 63,600 | 321,399 |
| 520121 | IT Application Svcs | 59,500 | 52,339 | 56,531 | 55,991 |
| 520122 | Office Equipment Services | 0 | 1,500 | 1,500 | 1,500 |
| 520126 | Construction Site Work Services | 36,203 | 0 | 0 | 0 |
| 520510 | Mail/Delivery Services | 0 | 1,500 | 1,500 | 1,500 |
| 520515 | Print Shop Services | 125,474 | 113,300 | 122,300 | 113,774 |
| 520520 | Printing & Reproduction Services | 13,504 | 3,900 | 3,900 | 3,900 |
| 520605 | Advertising Services | 2,242 | 5,000 | 5,000 | 5,000 |
| 520705 | Insurance Fees | 652,866 | 722,704 | 675,211 | 721,437 |
| 520765 | Membership & Professional Fees | 11,598 | 13,486 | 13,486 | 23,639 |
| 520771 | Cigna - Active Ins Administration Fees | 7,664,759 | 7,270,256 | 7,420,483 | 7,555,466 |
| 520772 | Cigna - Reti <65 Ins Administration Fees | 1,545,106 | 1,481,821 | 1,435,726 | 1,474,739 |
| 520773 | Cigna - Reti >65 No Med Ins Admin Fees | 17,889 | 19,965 | 14,431 | 18,223 |
| 520774 | Cigna - Reti >65 with Med Ins Admin Fees | 16,681 | 22,072 | 13,240 | 19,597 |
| 520805 | Education & Training | 34,730 | 48,946 | 43,946 | 55,482 |
| 520905 | Travel - Training Related | 13,615 | 25,350 | 25,350 | 55,260 |

FISCAL YEAR 2016 BUDGET

Business Area Expenditure Summary

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

| Commit Item | Description | FY2014 Actual | FY2015 Current Budget | FY2015 Estimate | FY2016 Budget |
|---------------------------------|---|----------------------|------------------------------|------------------------|----------------------|
| 520910 | Travel - Non-Training Related | 11,250 | 8,500 | 8,500 | 8,500 |
| 521605 | Data Services | 7,025 | 4,233 | 4,233 | 15,853 |
| 521610 | Voice Services | 34,284 | 58,043 | 58,043 | 51,275 |
| 521620 | Voice Equipment | 6,257 | 1,132 | 1,132 | 340 |
| 521625 | Voice Labor | 2,415 | 1,435 | 1,435 | 2,211 |
| 521630 | GIS Revolving Fund Services | 2,011 | 2,768 | 2,748 | 2,933 |
| 521635 | Voice Services -Wireless | 9,262 | 7,871 | 7,871 | 9,134 |
| 521715 | Office Equipment Rental | 12,704 | 11,936 | 11,936 | 11,936 |
| 521730 | Parking Space Rental | 16,115 | 16,572 | 16,572 | 17,372 |
| 521735 | Hobby Parking Space Rental | 19,350 | 9,700 | 9,700 | 16,000 |
| 521905 | Legal Services | 226 | 5,000 | 5,000 | 5,000 |
| 522205 | Metro Commuter Passes | 17,954 | 19,000 | 19,000 | 19,000 |
| 522430 | Misc Othr Svcs & Chrg | 258,998 | 266,995 | 266,495 | 266,995 |
| 522445 | Wellness Initiative | 285,458 | 420,000 | 420,000 | 1,920,000 |
| 522505 | Employee Premiums | 10,003,889 | 10,407,986 | 10,663,606 | 11,444,639 |
| 522510 | Retiree Premiums | 20,958,782 | 24,314,674 | 23,596,204 | 25,769,359 |
| 522535 | Cigna - Retiree>65 with Medi Hlth Care Acct | 398 | 8,359 | 1,729 | 7,217 |
| 522536 | Cigna - Retiree<65 Health Care Acct | 139,572 | 405,775 | 419,626 | 388,757 |
| 522537 | Cigna - Active Health Care Account | 442,951 | 1,249,918 | 1,124,489 | 1,307,842 |
| 522538 | Cigna - Retiree>65 No Medi Hlth Care Acct | 4,930 | 5,520 | 4,571 | 5,717 |
| 522605 | Active Employee Incurred Claims | 7,658,666 | 7,766,588 | 7,742,991 | 8,174,240 |
| 522610 | Retiree Insurred Claims | 2,406,149 | 2,511,464 | 2,507,860 | 2,658,386 |
| 522615 | Retiree "A" Medical Claims | 0 | 1,632 | 1,632 | 1,632 |
| 522625 | Cigna - Active Medical Claims Expense | 222,813,034 | 238,307,766 | 234,193,468 | 238,024,177 |
| 522630 | Cigna - Retiree<65 Medical Claims Expense | 37,221,087 | 40,204,050 | 37,596,170 | 38,349,448 |
| 522635 | Cigna - Retiree>65 No Med Medical Claims E | 812,268 | 1,113,118 | 680,895 | 955,876 |
| 522640 | Cigna - Retiree>65 with Med Medical Claims | 302,287 | 517,761 | 240,043 | 450,761 |
| 522721 | Interfund HR Client Services | 0 | 777 | 777 | 1,482 |
| 522722 | KRONOS Service Chargeback | 1,939 | 2,252 | 2,228 | 2,713 |
| 522730 | Interfund Engineering Services | 1,662 | 0 | 0 | 0 |
| 522780 | Interfund Photo Copy Services | 0 | 500 | 500 | 500 |
| Total | Other Services and Charges | 314,753,764 | 338,752,602 | 330,639,169 | 341,421,062 |
| 551010 | Non-Cap Office Furniture & Equipment | 4,859 | 8,000 | 8,000 | 8,000 |
| 551015 | Non-Capital Computer Equipment | 4,097 | 13,849 | 13,849 | 4,666 |
| 551020 | Non-Capital Communication Equipment | 0 | 1,500 | 1,500 | 1,000 |
| 551040 | Non-Capital Other | 17,722 | 1,185 | 1,185 | 1,185 |
| Total | Non-Capital Equipment | 26,678 | 24,534 | 24,534 | 14,851 |
| Grand Total Expenditures | | 318,991,162 | 343,799,513 | 335,429,734 | 346,609,041 |