

**CITY OF HOUSTON**

**LONG RANGE FINANCIAL MANAGEMENT TASK FORCE**

**HEALTH BENEFITS / LONG TERM DISABILITY HISTORICAL DATA / SELECTED PROJECTIONS**

**November 14, 2011**

**Updated 11/16/2011**

**CITY OF HOUSTON  
HEALTH BENEFITS / LONG TERM DISABILITY HISTORICAL DATA / SELECTED PROJECTIONS**

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Updated 11/15/2011

	A	B	C	D	E	F	G	I	J	K	L
1	<b>CITY OF HOUSTON</b>										
2	<b>HEALTH BENEFITS EXPENSE / SUBSCRIBER CONTRIBUTIONS</b>										
3	<b>Updated 11/15/2011</b>										
4		City Contributions General Fund	City Contributions Other Funds	City Contributions ALL FUNDS **	Employee Contributions	Retiree Contributions	TOTALS	% INCREASE	City Contributions ALL FUNDS	Employee Contributions	Retiree Contributions
5											
6	FY94	48,163,359	19,653,255	67,816,614	19,810,173	6,031,755	93,658,542	-----	72%	21%	6%
7	FY95	47,381,891	19,334,374	66,716,265	11,751,764	2,897,163	81,365,192	-13%	82%	14%	4%
8	FY96	53,024,813	19,973,117	72,997,930	10,496,499	3,081,424	86,575,853	6%	84%	12%	4%
9	FY97	54,644,812	19,409,683	74,054,495	11,093,580	4,466,576	89,614,651	4%	83%	12%	5%
10	FY98	56,546,712	20,173,036	76,719,748	10,810,640	3,723,838	91,254,226	2%	84%	12%	4%
11	FY99	59,607,265	21,215,363	80,822,628	10,797,782	3,702,520	95,322,930	4%	85%	11%	4%
12	FY00	62,269,437	19,664,034	81,933,471	10,743,325	3,855,562	96,532,358	1%	85%	11%	4%
13	FY01	69,993,065	18,988,711	88,981,776	10,587,861	4,047,341	103,616,978	7%	86%	10%	4%
14	FY02	87,634,581	25,515,297	113,149,878	10,398,844	4,716,691	128,265,413	24%	88%	8%	4%
15	FY03	98,863,324	28,713,184	127,576,508	11,647,238	5,822,604	145,046,350	13%	88%	8%	4%
16	FY04	113,387,285	34,293,697	147,680,982	14,651,910	8,718,756	171,051,648	18%	86%	9%	5%
17	FY05	122,686,084	37,833,519	160,519,603	22,437,357	17,921,939	200,878,899	17%	80%	11%	9%
18	FY06	127,805,831	41,077,550	168,883,381	26,593,399	20,488,920	215,965,700	8%	78%	12%	9%
19	FY07	136,496,537	43,995,492	180,492,029	29,840,744	22,653,484	232,986,257	8%	77%	13%	10%
20	FY08	140,611,570	45,457,134	186,068,704	36,561,101	27,086,568	249,716,373	7%	75%	15%	11%
21	FY09	154,768,325	50,257,677	205,026,002	40,349,001	28,856,902	274,231,905	10%	75%	15%	11%
22	FY10	165,642,691	54,115,638	219,758,329	43,166,730	31,993,022	294,918,081	8%	75%	15%	11%
23	FY11	158,852,034	54,035,255	212,887,289	44,502,455	34,632,893	292,022,637	-1%	73%	15%	12%
24	FY12	151,574,073	53,225,521	204,799,594	42,100,848	31,711,666	278,612,108	-5%	74%	15%	11%
25	FY13	166,934,022	58,619,196	225,553,218	45,720,247	33,528,181	304,801,646	9.40%	74%	15%	11%
26	FY14	178,619,404	62,722,540	241,341,943	48,920,664	35,875,154	326,137,761	7.00%	74%	15%	11%
27	FY15	191,122,762	67,113,118	258,235,879	52,345,111	38,386,415	348,967,405	7.00%	74%	15%	11%
28	FY16	202,590,128	71,139,905	273,730,032	55,485,817	40,689,599	369,905,449	6.00%	74%	15%	11%
29	FY17	212,719,634	74,696,900	287,416,534	58,260,108	42,724,079	388,400,721	5.00%	74%	15%	11%
30	FY18	223,355,616	78,431,745	301,787,361	61,173,114	44,860,283	407,820,757	5.00%	74%	15%	11%
31	FY19	234,523,397	82,353,332	316,876,729	64,231,769	47,103,297	428,211,795	5.00%	74%	15%	11%
32	FY20	246,249,566	86,470,999	332,720,565	67,443,358	49,458,462	449,622,385	5.00%	74%	15%	11%
33	FY21	258,562,045	90,794,549	349,356,593	70,815,526	51,931,385	472,103,504	5.00%	74%	15%	11%
34	FY22	271,490,147	95,334,276	366,824,423	74,356,302	54,527,955	495,708,680	5.00%	74%	15%	11%

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	A	B	C	D	E	F	G	I	J	K	L
1	<b>CITY OF HOUSTON</b>										
2	<b>HEALTH BENEFITS EXPENSE / SUBSCRIBER CONTRIBUTIONS</b>										
3	<b>Updated 11/15/2011</b>										
4		City Contributions General Fund	City Contributions Other Funds	City Contributions ALL FUNDS **	Employee Contributions	Retiree Contributions	TOTALS	% INCREASE	City Contributions ALL FUNDS	Employee Contributions	Retiree Contributions
5											
35	FY23	285,064,654	100,100,990	385,165,644	78,074,117	57,254,352	520,494,114	5.00%	74%	15%	11%
36	FY24	299,317,887	105,106,039	404,423,926	81,977,823	60,117,070	546,518,819	5.00%	74%	15%	11%
37	FY25	314,283,781	110,361,341	424,645,123	86,076,714	63,122,924	573,844,760	5.00%	74%	15%	11%
38	FY26	329,997,970	115,879,408	445,877,379	90,380,550	66,279,070	602,536,998	5.00%	74%	15%	11%
39	FY27	346,497,869	121,673,379	468,171,248	94,899,577	69,593,023	632,663,848	5.00%	74%	15%	11%
40	FY28	363,822,762	127,757,048	491,579,810	99,644,556	73,072,674	664,297,041	5.00%	74%	15%	11%
41	FY29	382,013,900	134,144,900	516,158,801	104,626,784	76,726,308	697,511,893	5.00%	74%	15%	11%
42	FY30	401,114,595	140,852,145	541,966,741	109,858,123	80,562,624	732,387,487	5.00%	74%	15%	11%
43	FY31	421,170,325	147,894,752	569,065,078	115,351,029	84,590,755	769,006,862	5.00%	74%	15%	11%
44	FY32	442,228,841	155,289,490	597,518,331	121,118,581	88,820,293	807,457,205	5.00%	74%	15%	11%
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NOTES: A. Includes internal administrative overhead  
 B. FY13-FY31 includes retiree subscriber count increase in the "% increase."  
 C. FY13-FY31 assumes plan design, stop-loss and contribution ratios remain the same

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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	S
1	<b>CITY OF HOUSTON</b>														
2	<b>PROJECTED HEALTH BENEFITS EXPENSE - ACTIVE/RETIREE BY FUND GROUP</b>														
3															
4		Active - General Fund	% Inc	Retiree - General Fund	% Inc	General Fund - Total	% Inc	Active - Other Funds	% Inc	Retiree - Other Funds	% Inc	Other Funds Total	% Inc	City Contributions ALL FUNDS **	
5															
6	FY12	127,402,704	-----	24,171,369	-----	151,574,073	-----	47,548,323	-----	5,677,198	-----	53,225,521	-----	204,799,594	-----
7	FY13	140,027,784	9.91%	26,906,239	11.31%	166,934,022	10.13%	52,299,651	9.99%	6,319,545	11.31%	58,619,196	10.13%	225,553,218	10.13%
8	FY14	149,325,909	6.64%	29,293,495	8.87%	178,619,404	7.00%	55,842,294	6.77%	6,880,246	8.87%	62,722,540	7.00%	241,341,943	7.00%
9	FY15	159,230,202	6.63%	31,892,560	8.87%	191,122,762	7.00%	59,622,422	6.77%	7,490,696	8.87%	67,113,118	7.00%	258,235,879	7.00%
10	FY16	168,192,407	5.63%	34,397,720	7.86%	202,590,128	6.00%	63,060,814	5.77%	8,079,090	7.86%	71,139,905	6.00%	273,730,032	6.00%
11	FY17	175,969,969	4.62%	36,749,665	6.84%	212,719,634	5.00%	66,065,402	4.76%	8,631,498	6.84%	74,696,900	5.00%	287,416,534	5.00%
12	FY18	184,093,193	4.62%	39,262,423	6.84%	223,355,616	5.00%	69,210,068	4.76%	9,221,677	6.84%	78,431,745	5.00%	301,787,361	5.00%
13	FY19	192,576,405	4.61%	41,946,991	6.84%	234,523,397	5.00%	72,501,123	4.76%	9,852,209	6.84%	82,353,332	5.00%	316,876,729	5.00%
14	FY20	201,434,450	4.60%	44,815,117	6.84%	246,249,566	5.00%	75,945,145	4.75%	10,525,854	6.84%	86,470,999	5.00%	332,720,565	5.00%
15	FY21	210,682,694	4.59%	47,879,350	6.84%	258,562,045	5.00%	79,548,990	4.75%	11,245,559	6.84%	90,794,549	5.00%	349,356,593	5.00%
16	FY22	220,337,046	4.58%	51,153,101	6.84%	271,490,147	5.00%	83,319,802	4.74%	12,014,474	6.84%	95,334,276	5.00%	366,824,423	5.00%
17	FY23	230,413,960	4.57%	54,650,694	6.84%	285,064,654	5.00%	87,265,026	4.74%	12,835,964	6.84%	100,100,990	5.00%	385,165,644	5.00%
18	FY24	240,930,452	4.56%	58,387,435	6.84%	299,317,887	5.00%	91,392,417	4.73%	13,713,623	6.84%	105,106,039	5.00%	404,423,926	5.00%
19	FY25	251,904,105	4.55%	62,379,676	6.84%	314,283,781	5.00%	95,710,050	4.72%	14,651,291	6.84%	110,361,341	5.00%	424,645,123	5.00%
20	FY26	263,353,084	4.54%	66,644,886	6.84%	329,997,970	5.00%	100,226,335	4.72%	15,653,074	6.84%	115,879,408	5.00%	445,877,379	5.00%
21	FY27	275,296,138	4.53%	71,201,731	6.84%	346,497,869	5.00%	104,950,026	4.71%	16,723,352	6.84%	121,673,379	5.00%	468,171,248	5.00%
22	FY28	287,752,613	4.52%	76,070,149	6.84%	363,822,762	5.00%	109,890,236	4.71%	17,866,812	6.84%	127,757,048	5.00%	491,579,810	5.00%
23	FY29	300,742,455	4.51%	81,271,445	6.84%	382,013,900	5.00%	115,056,445	4.70%	19,088,455	6.84%	134,144,900	5.00%	516,158,801	5.00%
24	FY30	314,286,215	4.50%	86,828,380	6.84%	401,114,595	5.00%	120,458,517	4.70%	20,393,628	6.84%	140,852,145	5.00%	541,966,741	5.00%
25	FY31	328,405,054	4.49%	92,765,271	6.84%	421,170,325	5.00%	126,106,710	4.69%	21,788,042	6.84%	147,894,752	5.00%	569,065,078	5.00%
26	FY32	343,120,745	4.48%	99,108,096	6.84%	442,228,841	5.00%	132,011,690	4.68%	23,277,800	6.84%	155,289,490	5.00%	597,518,331	5.00%
27															
28	NOTES: A. Includes internal administrative overhead														
29	B. FY13-FY31 includes retiree subscriber count increase in the "% increase."														
30	C. FY13-FY31 assumes plan design, stop-loss and contribution ratios remain the same														
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	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
1	City of Houston																	
2	Health Insurance Subscribers Contribution Ratios																	
3	Updated 11/15/2011																	
4	--- DRAFT ---																	
5		Active - City	Contribution	Employee	Contribution	Total Active	Retiree - City	Contribution	Retiree	Contribution	Total Retiree	City	Contribution	Contribution	Ratio	Subscriber	Contribution	TOAL HEALTH
6		Contribution	Ratio	Contributions	Ratio	Cost	Contribution	Ratio	Contributions	Ratio	Cost	Contributions	Ratio	ALL FUNDS	Ratio	Contributions	Ratio	INS
7	FY94	56,414,422	74%	19,810,173	26%	76,224,595	11,402,192	65%	6,031,755	35%	17,433,947	67,816,614	72%	25,841,928	28%	93,658,542		
8	FY95	54,556,252	82%	11,751,764	18%	66,308,016	12,160,013	81%	2,897,163	19%	15,057,176	66,716,265	82%	14,648,927	18%	81,365,192		
9	FY96	60,623,990	85%	10,496,499	15%	71,120,489	12,373,940	80%	3,081,424	20%	15,455,364	72,997,930	84%	13,577,923	16%	86,575,853		
10	FY97	62,355,676	85%	11,093,580	15%	73,449,256	11,698,819	72%	4,466,576	28%	16,165,395	74,054,495	83%	15,560,156	17%	89,614,651		
11	FY98	64,505,998	86%	10,810,640	14%	75,316,638	12,213,750	77%	3,723,838	23%	15,937,588	76,719,748	84%	14,534,478	16%	91,254,226		
12	FY99	69,019,365	86%	10,797,782	14%	79,817,147	11,803,263	76%	3,702,520	24%	15,505,783	80,822,628	85%	14,500,302	15%	95,322,930		
13	FY00	69,545,992	87%	10,743,325	13%	80,289,317	12,387,479	76%	3,855,562	24%	16,243,041	81,933,471	85%	14,598,887	15%	96,532,358		
14	FY01	73,972,289	87%	10,587,861	13%	84,560,150	15,009,487	79%	4,047,341	21%	19,056,828	88,981,776	86%	14,635,202	14%	103,616,978		
15	FY02	90,832,615	90%	10,398,844	10%	101,231,459	22,317,263	83%	4,716,691	17%	27,033,954	113,149,878	88%	15,115,535	12%	128,265,413		
16	FY03	100,268,908	90%	11,647,238	10%	111,916,146	27,307,600	82%	5,822,604	18%	33,130,204	127,576,508	88%	17,469,842	12%	145,046,350		
17	FY04	112,596,839	88%	14,651,910	12%	127,248,749	35,084,143	80%	8,718,756	20%	43,802,899	147,680,982	86%	23,370,666	14%	171,051,648		
18	FY05	122,737,102	85%	22,437,357	15%	145,174,459	37,782,501	68%	17,921,939	32%	55,704,440	160,519,603	80%	40,359,296	20%	200,878,899		
19	FY06	113,426,776	81%	26,593,399	19%	140,020,175	55,456,605	73%	20,488,920	27%	75,945,525	168,883,381	78%	47,082,319	22%	215,965,700		
20	FY07	121,614,922	80%	29,840,744	20%	151,455,666	58,877,107	72%	22,653,484	28%	81,530,591	180,492,029	77%	52,494,228	23%	232,986,257		
21	FY08	127,515,918	78%	36,561,101	22%	164,077,019	58,552,786	68%	27,086,568	32%	85,639,354	186,068,704	75%	63,647,669	25%	249,716,373		
22	FY09	144,634,439	78%	40,349,001	22%	184,983,440	60,391,563	68%	28,856,902	32%	89,248,465	205,026,002	75%	69,205,903	25%	274,231,905		
23	FY10	156,807,722	78%	43,166,730	22%	199,974,452	62,950,607	66%	31,993,022	34%	94,943,629	219,758,329	75%	75,159,752	25%	294,918,081		
24	FY11	159,959,946	78%	44,502,455	22%	204,462,401	52,927,343	60%	34,632,893	40%	87,560,236	212,887,289	73%	79,135,348	27%	292,022,637		
25	FY12	170,758,623	80%	42,100,848	20%	212,859,471	34,040,971	52%	31,711,666	48%	65,752,637	204,799,594	74%	73,812,514	26%	278,612,108		
26	--- DRAFT ---																	





	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	City of Houston																		
2	Health Insurance Annual Per Capita City and Subscriber Cost																		
3	--- DRAFT --- Updated 11/15/2011																		
4	--- DRAFT ---																		
	City Cost										Subscriber								
5		ACTIVE &										ACTIVE &							
6		RETIREE			Active			RETIREE				RETIREE			Active				RETIREE
7	FY94	\$ 2,670	-----	\$ 2,701	\$ 2,528	2,528	5%	1,017	-----	948	-----	1,337	-----	1,337	-----	1,337	-----	1,337	-----
8	FY95	\$ 2,576	-4%	\$ 2,561	\$ 2,643	2,643	5%	566	-44%	552	-42%	630	-53%	630	-53%	630	-53%	630	-53%
9	FY96	\$ 2,828	10%	\$ 2,856	\$ 2,700	2,700	2%	526	-7%	495	-10%	672	7%	672	7%	672	7%	672	7%
10	FY97	\$ 2,887	2%	\$ 2,956	\$ 2,568	2,568	4%	607	-5%	526	6%	981	46%	981	46%	981	46%	981	46%
11	FY98	\$ 2,934	2%	\$ 3,036	\$ 2,491	2,491	3%	556	-3%	509	-3%	760	-23%	760	-23%	760	-23%	760	-23%
12	FY99	\$ 3,107	6%	\$ 3,292	\$ 2,341	2,341	8%	558	-6%	515	1%	734	-3%	734	-3%	734	-3%	734	-3%
13	FY00	\$ 3,131	1%	\$ 3,330	\$ 2,346	2,346	1%	558	0%	514	0%	730	-1%	730	-1%	730	-1%	730	-1%
14	FY01	\$ 3,425	9%	\$ 3,589	\$ 2,796	2,796	8%	563	1%	514	0%	754	3%	754	3%	754	3%	754	3%
15	FY02	\$ 4,298	25%	\$ 4,463	\$ 3,734	3,734	24%	574	2%	511	-1%	789	5%	789	5%	789	5%	789	5%
16	FY03	\$ 4,770	11%	\$ 4,965	\$ 4,168	4,168	12%	653	14%	577	13%	889	13%	889	13%	889	13%	889	13%
17	FY04	\$ 5,440	14%	\$ 5,668	\$ 4,817	4,817	16%	861	32%	738	28%	1,197	35%	1,197	35%	1,197	35%	1,197	35%
18	FY05	\$ 5,832	7%	\$ 6,327	\$ 4,650	4,650	-3%	1,466	70%	1,157	57%	2,206	84%	2,206	84%	2,206	84%	2,206	84%
19	FY06	\$ 6,043	4%	\$ 6,381	\$ 6,574	6,574	41%	1,685	15%	1,363	18%	2,429	10%	2,429	10%	2,429	10%	2,429	10%
20	FY07	\$ 6,381	6%	\$ 6,137	\$ 6,950	6,950	6%	1,856	10%	1,506	10%	2,674	10%	2,674	10%	2,674	10%	2,674	10%
21	FY08	\$ 6,404	0%	\$ 6,250	\$ 6,767	6,767	-3%	2,190	18%	1,792	19%	3,130	17%	3,130	17%	3,130	17%	3,130	17%
22	FY09	\$ 6,718	5%	\$ 6,763	\$ 6,613	6,613	-2%	2,268	4%	1,887	5%	3,160	1%	3,160	1%	3,160	1%	3,160	1%
23	FY10	\$ 7,215	7%	\$ 7,360	\$ 6,878	6,878	4%	2,468	9%	2,026	7%	3,496	11%	3,496	11%	3,496	11%	3,496	11%
24	FY11	\$ 7,131	-1%	\$ 7,710	\$ 5,812	5,812	-15%	2,651	7%	2,145	6%	3,803	9%	3,803	9%	3,803	9%	3,803	9%
25	FY12	\$ 6,884	-3%	\$ 8,397	\$ 3,615	3,615	-38%	2,481	-6%	2,070	-3%	3,367	-11%	3,367	-11%	3,367	-11%	3,367	-11%
26																			
27																			

	A	B	C	E	F	I	L	M	N	O	P	Q	R
1	City of Houston												
2	General Fund Revenues, Personnel, Salary Base and Health Benefits Comparison												
4	Updated 11/15/2011 (000s Omitted) --- DRAFT ---												
5	FISCAL YEAR	REVENUE GENERAL FUND	Total Personnel EXPENSE	Personnel Expense to GF Revenues	Salary Base EXPENSE	HLTH / LIFE BENEFITS ACTIVE	HLTH BENEFITS RETIREE *	Total HLTH BENEFITS	TOTAL HLTH TO Revenue	HB Retiree to Revenue	HB Active to Revenue	HB Active to Personnel Exp.	HB Active to Salary Base
6	FY91	790,330	558,346	71%	406,014	37,735	7,239	44,974	6%	1%	5%	7%	9%
7	FY92	860,878	601,431	70%	430,929	36,839	7,885	44,724	5%	1%	4%	6%	9%
8	FY93	864,814	607,639	70%	450,390	37,323	7,922	45,244	5%	1%	4%	6%	8%
9	FY94	907,762	655,585	72%	463,191	41,064	8,300	49,364	5%	1%	5%	6%	9%
10	FY95	956,820	682,348	71%	488,473	39,321	8,764	48,086	5%	1%	4%	6%	8%
11	FY96	991,451	703,222	71%	501,145	44,493	9,082	53,575	5%	1%	4%	6%	9%
12	FY97	1,034,797	726,690	70%	513,809	46,227	8,673	54,900	5%	1%	4%	6%	9%
13	FY98	1,105,149	767,547	69%	538,267	48,506	9,184	57,691	5%	1%	4%	6%	9%
14	FY99	1,155,266	813,142	70%	566,708	52,341	8,951	61,292	5%	1%	5%	6%	9%
15	FY00	1,245,182	874,887	70%	615,518	55,223	9,836	65,059	5%	1%	4%	6%	9%
16	FY01	1,320,147	892,350	68%	621,045	59,196	12,011	71,207	5%	1%	4%	7%	10%
17	FY02	1,368,694	966,330	71%	624,814	72,655	17,851	90,506	7%	1%	5%	8%	12%
18	FY03	1,400,342	976,238	70%	623,618	78,784	21,456	100,240	7%	2%	6%	8%	13%
19	FY04	1,389,218	981,289	71%	601,311	85,705	26,705	112,410	8%	2%	6%	9%	14%
20	FY05	1,499,705	1,021,174	68%	614,534	94,381	29,053	123,434	8%	2%	6%	9%	15%
21	FY06	1,625,250	1,079,775	66%	627,317	86,327	42,207	128,534	8%	3%	5%	8%	14%
22	FY07	1,727,579	1,140,323	66%	664,972	92,570	44,816	137,385	8%	3%	5%	8%	14%
23	FY08	1,811,959	1,198,650	66%	704,437	96,332	44,234	140,566	8%	2%	5%	8%	14%
24	FY09	1,884,880	1,300,555	69%	753,161	109,356	45,661	155,017	8%	2%	6%	8%	15%
25	FY10	1,847,353	1,338,976	72%	785,186	118,528	47,583	166,111	9%	3%	6%	9%	15%
26	FY11	1,837,535	1,344,695	73%	788,485	119,564	39,561	159,125	9%	2%	7%	9%	15%
27	FY12	1,827,995	1,237,329	68%	732,412	124,978	24,915	149,893	8%	1%	7%	10%	17%
28													
29													
30													
31													
32													
33	Notes:												
34	1. Total Personnel Expense includes all benefits, taxes, overtime, and fringe.												
35	2. Salary Base - Base base only and excludes all other forms of pay including overtime.												
	3. Health Benefits includes Life Insurance and other adjustments.												

\* 1991-1995 estimated

--- DRAFT ---

	A	B	C	D	E	F	G	H	I	J	K	L
1	<b>CITY OF HOUSTON</b>											
2	--- DRAFT ---											
3	<b>Active Employees Age &amp; Service Distribution</b>											
4	<b>Updated 11/15/2011</b>											
5	<b>Completed Years of Service</b>											
6	<b>Age</b>	<b>0 - 1</b>	<b>1 - 4</b>	<b>5 - 9</b>	<b>10 - 14</b>	<b>15 - 19</b>	<b>20 - 24</b>	<b>25 - 29</b>	<b>30 - 34</b>	<b>35 - 39</b>	<b>40 +</b>	<b>TOTALS</b>
7	<25	117	533	10	-	-	-	-	-	-	-	660
8	25 - 29	157	1,521	341	4	-	-	-	-	-	-	2,023
9	30 - 34	86	1,013	988	199	3	-	-	-	-	-	2,289
10	35 - 39	67	720	779	717	348	12	-	-	-	-	2,643
11	40 - 44	61	536	482	614	1,100	282	17	-	-	-	3,092
12	45 - 49	53	470	350	393	741	605	690	16	-	-	3,318
13	50 - 54	29	406	316	295	499	387	774	424	22	-	3,152
14	55 - 59	23	287	267	263	312	220	267	217	108	1	1,965
15	60 - 64	12	131	165	166	167	95	90	45	28	11	910
16	65 - 69	2	24	48	47	54	22	13	6	5	7	228
17	70 +	-	1	9	9	17	7	3	1	2	6	55
18												
19	<b>TOTAL</b>	<b>607</b>	<b>5,642</b>	<b>3,755</b>	<b>2,707</b>	<b>3,241</b>	<b>1,630</b>	<b>1,854</b>	<b>709</b>	<b>165</b>	<b>25</b>	<b>20,335</b>
20	%	3%	28%	18%	13%	16%	8%	9%	3%	1%	0%	100%
21	<b>CUMULATIVE</b>	3%	31%	49%	63%	78%	86%	96%	99%	100%	100%	100%
22												
23	% 50 + with 20+ yrs service	0%	4%	8%	12%	17%	21%	27%	30%	31%	31%	31%
24		-----	-----	-----	-----	-----	4%	9%	13%	13%	14%	14%
25												
26		<b>Average Age = 43.66</b>										
27		<b>Average Service = 12.31</b>										

	A	B	C	D	E	F	G	H	I	J	K	L
1	<b>CITY OF HOUSTON</b>											
28	--- DRAFT ---											
29	<b>Fire Classified Age &amp; Service Distribution</b>											
30	Completed Years of Service	0 - 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	Total
31												
32	Under 25	15	79	1								95
33	25 - 29	41	241	187								469
34	30 - 34	26	159	548	32							765
35	35 - 39	6	56	361	173	90	5					691
36	40 - 44		1	119	149	177	66					512
37	45 - 49		2	48	137	116	116	134				437
38	50 - 54			1	33	44	44	222	214	15		529
39	55 - 59			1		1	1	58	91	65	1	217
40	60 - 64						1		7	11	5	24
41	65 - 69										1	1
42	70+										1	1
43												
44	<b>TOTAL</b>	<b>88</b>	<b>536</b>	<b>1,218</b>	<b>404</b>	<b>437</b>	<b>233</b>	<b>414</b>	<b>312</b>	<b>91</b>	<b>8</b>	<b>3,741</b>
45	%	2%	14%	33%	11%	12%	6%	11%	8%	2%	0%	100%
46	<b>CUMULATIVE</b>	2%	17%	49%	60%	72%	78%	89%	97%	100%	100%	100%
47	% 50 +	0%	0%	0%	0%	1%	2%	10%	18%	20%	21%	
48	with 20+ yrs											
49	service	-----	-----	-----	-----	-----	1%	9%	17%	19%	20%	
50												
51		Average Age = 40.14										
52		Average Service = 14.36										

	A	B	C	D	E	F	G	H	I	J	K	L
1	<b>CITY OF HOUSTON</b>											
53	--- DRAFT ---											
54	<b>Municipal Employees Age &amp; Service Distribution</b>											
55	Completed Years of Service											
56	Age	0 - 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	Total
57	Under 25	52	311	9								372
58	25 - 29	80	744	126	3							953
59	30 - 34	44	572	237	95	2						950
60	35 - 39	52	510	274	233	97	4					1,170
61	40 - 44	54	473	306	272	279	116	8				1,508
62	45 - 49	53	462	340	294	358	260	176	10			1,953
63	50 - 54	28	406	316	286	393	253	196	66			1,944
64	55 - 59	23	287	267	260	296	201	94	42	8		1,478
65	60 - 64	12	131	165	166	165	92	70	19	1	4	825
66	65 - 69	2	24	48	47	54	21	12	3	2	2	213
67	70+		1	9	9	17	7	3	1	2	2	51
68												
69	<b>TOTAL</b>	<b>400</b>	<b>3,921</b>	<b>2,097</b>	<b>1,665</b>	<b>1,661</b>	<b>954</b>	<b>559</b>	<b>141</b>	<b>11</b>	<b>8</b>	<b>11,417</b>
70	%	4%	34%	18%	15%	15%	8%	5%	1%	0%	0%	100%
71	<b>CUMULATIVE</b>	4%	38%	56%	71%	85%	94%	99%	100%	100%	100%	100%
72												
73	% 50 +	1%	8%	15%	22%	30%	35%	38%	39%	39%	40%	
74	with 20+ yrs											
75	service	-----	-----	-----	-----	-----	5%	8%	9%	10%	10%	
76												
77												

Average Age = 45.81

Average Service = 10.26

	A	B	C	D	E	F	G	H	I	J	K	L
1	<b>CITY OF HOUSTON</b>											
78	--- DRAFT ---											
79	<b>Police Classified Age &amp; Service Distribution</b>											
80	Completed Years of Service											
81	Age	0 - 1	1 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40+	Total
82	Under 25	50	143									193
83	25 - 29	36	536	28	1							601
84	30 - 34	16	282	203	72	1						574
85	35 - 39	9	154	144	311	161	3					782
86	40 - 44	7	62	57	193	644	100	9				1,072
87	45 - 49		8	8	51	246	229	380	6			928
88	50 - 54	1			8	73	90	356	144	7		679
89	55 - 59				2	16	18	115	84	35		270
90	60 - 64					2	2	20	19	16	2	61
91	65 - 69						1	1	3	5	4	14
92	70+										3	3
93												
94	<b>TOTAL</b>	<b>119</b>	<b>1,185</b>	<b>440</b>	<b>638</b>	<b>1,143</b>	<b>443</b>	<b>881</b>	<b>256</b>	<b>63</b>	<b>9</b>	<b>5,177</b>
95	%	2%	23%	8%	12%	22%	9%	17%	5%	1%	0%	100%
96	<b>CUMULATIVE</b>	2%	25%	34%	46%	68%	77%	94%	99%	100%	100%	100%
97	% 50 +	0%	0%	0%	0%	2%	4%	14%	18%	20%	20%	
98	with 20+ yrs											
99	service	-----	-----	-----	-----	-----	2%	12%	16%	18%	18%	
100												
101			<b>Average Age = 41.47</b>									<b>Average Service = 15.37</b>
102												

	A	B	C	D	E	F	G	H	I
1	<b>City of Houston</b>								
2	<b>Health Insurance Subscribers</b>								
					---	DRAFT	---	Updated 11/15/2011	
3	<b>ENROLLMENT</b>	<b>TOTAL ACTIVE EMPLOYEE</b>	<b>TOTAL RETIREES UNDER 65</b>	<b>TOTAL RETIREES OVER 65 (includes survivors)</b>	<b>TOTAL MEDICARE ADVANTAGE PLAN *</b>	<b>Total Retirees</b>	<b>TOTAL ACTIVE &amp; RETIREE</b>	<b>% Retirees</b>	<b>% Increase</b>
4	FY11	20,747	4,242	2,293	2,571	9,106	29,853	31%	-----
5	FY12	20,335	4,450	300	4,667	9,417	29,752	32%	3.42%
6	FY13	20,335	4,528	300	4,749	9,577	29,912	32%	1.75%
7	FY14	20,335	4,607	300	4,832	9,739	30,074	32%	1.75%
8	FY15	20,335	4,688	300	4,916	9,904	30,239	33%	1.75%
9	FY16	20,335	4,770	300	5,002	10,072	30,407	33%	1.75%
10	FY17	20,335	4,853	300	5,090	10,243	30,578	33%	1.75%
11	FY18	20,335	4,938	300	5,179	10,417	30,752	34%	1.75%
12	FY19	20,335	5,025	300	5,270	10,594	30,929	34%	1.75%
13	FY20	20,335	5,113	300	5,362	10,774	31,109	35%	1.75%
14	FY21	20,335	5,202	300	5,456	10,958	31,293	35%	1.75%
15	FY22	20,335	5,293	300	5,551	11,144	31,479	35%	1.75%
16	FY23	20,335	5,386	300	5,648	11,334	31,669	36%	1.75%
17	FY24	20,335	5,480	300	5,747	11,527	31,862	36%	1.75%
18	FY25	20,335	5,576	300	5,848	11,724	32,059	37%	1.75%
19	FY26	20,335	5,673	300	5,950	11,923	32,258	37%	1.75%
20	FY27	20,335	5,773	300	6,054	12,127	32,462	37%	1.75%
21	FY28	20,335	5,874	300	6,160	12,334	32,669	38%	1.75%
22	FY29	20,335	5,976	300	6,268	12,544	32,879	38%	1.75%
23	FY30	20,335	6,081	300	6,378	12,759	33,094	39%	1.75%
24	FY31	20,335	6,187	300	6,489	12,977	33,312	39%	1.75%
25	FY32	20,335	6,296	300	6,603	13,199	33,534	39%	1.75%

	A	B	C	D	E	F	G
1	<b>City of Houston</b>						
2	<b>Long Term Disability (LTD)</b>						
3	Updated 11/15/2011						
4	--- DRAFT ---						
5							
		<b>Claim Related Expenditures</b>	<b>Number of Claims</b>	<b>Eligible Participants</b>	<b>Total Claim Liability</b>	<b>Change in Claim Liability</b>	<b>% Change</b>
6	<b>FY94</b>	\$ 559,222	24	12,700	1,693,382	-----	-----
7	<b>FY95</b>	\$ 656,551	49	12,800	2,271,168	577,786	34%
8	<b>FY96</b>	\$ 704,132	69	12,876	3,217,485	946,317	42%
9	<b>FY97</b>	\$ 866,996	89	13,000	3,855,299	637,814	20%
10	<b>FY98</b>	\$ 1,344,997	113	13,240	4,892,777	1,037,478	27%
11	<b>FY99</b>	\$ 248,343	120	13,450	4,864,098	(28,679)	-1%
12	<b>FY00</b>	\$ 1	125	13,700	4,575,277	(288,821)	-6%
13	<b>FY01</b>	\$ 1	136	13,922	4,139,674	(435,603)	-10%
14	<b>FY02</b>	\$ 818,175	160	11,316	4,571,827	432,153	10%
15	<b>FY03</b>	\$ 1,345,782	172	11,664	5,261,346	689,519	15%
16	<b>FY04</b>	\$ 1,308,164	193	11,664	5,799,050	537,704	10%
17	<b>FY05</b>	\$ 1,315,013	193	12,613	6,351,263	552,213	10%
18	<b>FY06</b>	\$ 2,261,518	196	12,613	7,046,243	694,980	11%
19	<b>FY07</b>	\$ 2,157,763	201	14,113	7,782,797	736,554	10%
20	<b>FY08</b>	\$ 2,067,830	220	14,113	8,259,713	476,916	6%
21	<b>FY09</b>	\$ 1	174	15,587	8,059,424	(200,289)	-2%
22	<b>FY10</b>	\$ 1,309,325	185	15,455	7,869,457	(189,967)	-2%
23	<b>FY11</b>	\$ 1	174	15,120	7,850,038	(19,419)	0%
24	<b>FY12</b>	\$ 1,110,679	170	13,110	7,850,038	-	0%
25							
26							
27							
28	<b>Note:</b>						
29	A. Years with \$1 in claims - result of favorable claim experience/actuarial adjustments						
30	B. Police Classified Meet & Confer established PTO effective Sept 1, 2001						
31	C. Claim liability is fully funded						