

Recommended Budget

Spotsylvania County



Budget Updates & Health Insurance Option 5
April 11, 2019

Recommended Budget

Budget Updates -

General Fund Budget Item	Adjustment
<i>Revenue:</i>	
Updates through April 9 work session	\$557,083
Reduce use of reserved T.O. for tourism	(15,311)
Total GF revenue adjustments	\$541,772
<i>Expenditures:</i>	
Updates through April 9 work session	\$119,026
Refigure tourism expenditures	(15,311)
Correct \$ to Micah to match request	(1,000)

Recommended Budget

Budget Updates -

General Fund Budget Item	Adjustment
<i>Expenditures (continued):</i>	
Board-approved adjustments – 4/9/19 -	
Delay 0.25% ↑ in xfer to CPF by 1 yr	(\$1,157,584)
Revise COLA to be ½ COLA & ½ merit	(50,000)
Reduce contribution to GWRC	(20,000)
Total GF expenditures adjustments	(\$1,124,869)
Total General Fund available – 4/11/19	\$1,666,641

Recommended Budget

Health Insurance Option 5

- Continue offering KC20 and KC30. Add High Deductible option.
- No increase to KC30 EE share, County will pay full cost of KC30 increase.
- County will pay same contribution for KC30, KC20 and HD plans.
- Would need to **add \$950K** to amount included in FY 2020 Budget recommended, for a total increase of \$1.7M in County costs.
- Employee share would change as follows:

Plan	Per Payroll Change in Employee Cost			
	EE Only	EE + Child	EE + Spouse	Family
KC30 (basic)	\$0.00	\$0.00	\$0.00	\$0.00
KC20 (premium)	\$8.29	\$12.51	\$18.48	\$21.88
From KC30 to HD	(\$24.65)	(\$50.20)	(\$98.07)	(\$100.85)
From KC20 to HD	(\$46.65)	(\$80.20)	(\$143.07)	(\$155.85)

Recommended Budget

Health Insurance Option 5 - Total Cost Active EE \$13.8M (ER share - \$11.9M; EE share - \$1.9M)

Basic Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
Current KC30 EE	\$648	\$1,584	\$2,376	\$2,880
Current KC30 ER	<u>\$6,612</u>	<u>\$8,916</u>	<u>\$13,452</u>	<u>\$16,368</u>
	\$7,260	\$10,500	\$15,828	\$19,248
Proposed KC30 EE	\$648	\$1,584	\$2,376	\$2,880
Proposed KC30 ER	<u>\$7,471</u>	<u>\$10,101</u>	<u>\$15,273</u>	<u>\$18,582</u>
	\$8,119	\$11,685	\$17,649	\$21,462

Current Cost Share % (EE/ER) = 9/91 EE only coverage; 15/85 all other coverages

Option 5 Cost share % (EE/ER)= 8/92 EE only; 14/86 EE Child; 13/87 all other coverages

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Recommended Budget

Health Insurance Option 5 - Total Cost Active EE \$13.8M (ER share - \$11.9M; EE share - \$1.9M)

Premium Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
Current KC20 EE	\$1,176	\$2,304	\$3,456	\$4,200
Current KC20 ER	<u>\$6,612</u>	<u>\$8,916</u>	<u>\$13,452</u>	<u>\$16,368</u>
	\$7,788	\$11,220	\$16,908	\$20,568
Proposed KC20 EE	\$1,375	\$2,604	\$3,900	\$4,725
Proposed KC20 ER	<u>\$7,471</u>	<u>\$10,101</u>	<u>\$15,273</u>	<u>\$18,582</u>
	\$8,846	\$12,705	\$19,173	\$23,307

Current Cost Share % (EE/ER) = 15/85 EE only coverage; 21/79 EE Child; 20/80 all others

Proposed Cost Share % (EE/ER) = 16/84 EE only coverage; 20/80 all other coverages

Recommended Budget

Health Insurance Option 5 - Total Cost Active EE \$13.8M (ER share - \$11.9M; EE share - \$1.9M)

High Deductible (HD) Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
High Deductible EE	\$56	\$379	\$23	\$459
High Deductible ER	<u>\$7,471</u>	<u>\$10,101</u>	<u>\$15,273</u>	<u>\$18,582</u>
	\$7,527	\$10,480	\$15,296	\$19,041
Compare to EE shares of other Option 1 plans:				
KC30 Basic EE	\$648	\$1,584	\$2,376	\$2,880
KC20 Premium EE	\$1,375	\$2,604	\$3,900	\$4,725

- HD Rates include funding to deposit \$75 per Month into the EE, EE Child and EE Spouse HSA Account and \$125 to EE Family account.
- Proposed HD Cost Share % (EE/ER)=1/99 EE only; 4/96 EE Child; 1/99 EE Spouse; 2/98 Family