

FY  
2020

# Recommended Budget

## Spotsylvania County



Budget Updates, CIP & Health Insurance  
April 9, 2019

# Recommended Budget

## Budget Updates -

General Fund Budget Item	Adjustment
<b>Revenue:</b>	
Updates from March 12 work session	\$377,083
Update for Wireless E911 Surcharge	180,000
<b>Total GF revenue adjustments</b>	<b>\$557,083</b>
<b>Expenditures:</b>	
Updates from March 12 work session	\$175,468
Final updates to personnel figures	(56,442)
<b>Total GF expenditures adjustments</b>	<b>\$119,026</b>
<b>Total General Fund available – 4/9/19</b>	<b>\$438,057</b>

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# Funding Plan (other than UT)

\$ in millions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5-Yr Total*
<b>Expenditures:</b>						
<b>Total Expenses**</b>	<b>\$51.7</b>	<b>\$45.1</b>	<b>\$74.3</b>	<b>\$46.7</b>	<b>\$43.4</b>	<b>\$261.2</b>
<b>Revenue:</b>						
Financing (bonds = loans)	\$34.4	\$27.2	\$58.1	\$37.2	\$22.4	\$179.3
Transfers from Other Funds	15.2	12.0	13.0	14.0	15.1	69.2
Proffers	2.2	0.2	0	0	0	2.4
Other Sources	1.4	0.1	0.6	0.1	0.1	2.3
Use of Fund Bal.	<u>(1.5)</u>	<u>5.6</u>	<u>2.6</u>	<u>(4.6)</u>	<u>5.8</u>	<u>7.8</u>
<b>Total Revenue*</b>	<b>\$51.7</b>	<b>\$45.1</b>	<b>\$74.3</b>	<b>\$46.7</b>	<b>\$43.4</b>	<b>\$261.2</b>

\*Due to rounding, may not appear to add to total.

\*\*Includes Construction Management Team expenditures.

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# Funding Plan (other than UT)

\$ in millions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5-Yr Total*
<b>Categorical Breakdown:</b>						
General Gov't**	\$12.9	\$13.6	\$8.8	\$11.4	\$7.3	\$54.0
Solid Waste	1.3	1.5	5.8	1.2	6.2	16.0
Parks & Rec	0.7	0	0.5	0	9.6	10.8
Fire/Rescue	4.5	5.1	10.0	7.4	3.5	30.5
Transportation	3.4	3.8	10.9	6.7	3.6	28.4
Schools	<u>28.9</u>	<u>21.1</u>	<u>38.2</u>	<u>20.1</u>	<u>13.2</u>	<u>121.5</u>
<b>Total Expenses*</b>	<b>\$51.7</b>	<b>\$45.1</b>	<b>\$74.3</b>	<b>\$46.7</b>	<b>\$43.4</b>	<b>\$261.2</b>

\*Due to rounding, may not appear to add to total.

\*\*Includes Construction Management Team expenditures.

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# Funding Plan (other than UT)

\$ in millions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5-Yr Total*
<b>Financed Projects:</b>						
Bonds & Loans	\$34.4	\$27.2	\$58.1	\$37.2	\$22.4	\$179.3
<b>By Category:</b>						
General Gov't	\$2.0	\$0	\$1.0	\$4.0	\$3.0	\$10.0
Solid Waste	0	0	0	0	0	0
Parks & Rec	0	0	0	0	0	0
Fire/Rescue	1.2	2.5	7.9	6.5	2.7	20.8
Transportation	2.3	3.6	10.9	6.7	3.5	27.1
Schools	<u>28.9</u>	<u>21.1</u>	<u>38.2</u>	<u>20.1</u>	<u>13.2</u>	<u>121.5</u>
<b>Total Financing*</b>	<b>\$34.4</b>	<b>\$27.2</b>	<b>\$58.1</b>	<b>\$37.2</b>	<b>\$22.4</b>	<b>\$179.3</b>

\*Due to rounding, may not appear to add to total.

\*\*Includes Construction Management Team expenditures.

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	Public Safety	Transportation	Schools	Total
<b>2014 Referendum:</b> (in millions)				
<b>Issuance Authority</b>	<b>\$36.4</b>	<b>\$63.3</b>	<b>\$141.7</b>	<b>\$241.4</b>
<b>Issuances</b>				
2015 – 2018	\$10.0	\$6.2	\$74.7	\$90.9
2019 (FY 2020)	3.2	2.3	28.9	34.4
2020 (FY 2021)	2.5	3.6	21.1	27.2
2021 (FY 2022)	7.9	10.9	17.0	35.9
2022 (FY 2023)	6.5	6.7	-	33.2
2023 (FY 2024)	2.7	3.5	-	6.2
<b>Referendum Balance - End of CIP</b>	<b>\$3.6</b>	<b>\$30.1</b>	<b>\$0</b>	<b>\$33.7</b>

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# Recommended Budget

	General Gov't		Transportation		Schools	
<b>Budget Impacts:</b>						
	D.S. + Op.	Inc. Tax Rate Equiv.	D.S.	Inc. Add'l Transfer from GF	D.S.	Inc. Tax Rate Equiv.
FY 2020	\$10.1M		\$3.9M		\$27.8M	
FY 2021	10.6M	\$0.0032	4.2M	\$700K	29.1M	\$0.0083
FY 2022	11.7M	0.0068	5.2M	200K	32.0M	0.0179
FY 2023	12.8M	0.0066	5.8M	200K	31.9M	(0.0006)
FY 2024	14.6M	0.0105	6.0M	-	29.6M	(0.0134)
		<b>\$0.0270</b>				<b>\$0.0122</b>

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# Funding Plan (Utilities Capital)

\$ in millions

	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5-Yr Total*
<b>Expenditures:</b>						
<b>Total Expenses</b>	<b>\$33.6</b>	<b>\$46.6</b>	<b>\$33.9</b>	<b>\$25.0</b>	<b>\$23.4</b>	<b>\$162.5</b>
<b>Revenue:</b>						
Cash	\$5.0	\$7.1	\$8.0	\$3.8	\$3.9	27.8
F'burg Share of Projects	4.7	13.5	13.3	9.3	6.0	46.8
WQIF Grant	0.6	1.9	2.0	1.4	0.8	6.8
Revenue Bonds	23.3	24.1	10.5	10.6	12.7	81.1
<b>Total Revenue*</b>	<b>\$33.6</b>	<b>\$46.6</b>	<b>\$33.9</b>	<b>\$25.0</b>	<b>\$23.4</b>	<b>\$162.5</b>

\*Due to rounding, may not appear to add to total.



## Health Insurance Information -

- Based on FY 2018 HI actuals and FY 2019 costs to date, County staff anticipated County share of HI would increase by \$1.5M for FY 2020.
- Recommended Budget included \$750K in add'l funding, in anticipation of renewal data.
  - Assumed if \$750K would not cover costs upon receipt of renewal data that staff would work with Anthem to determine plan revisions to limit added County costs to the budgeted \$750K.
- Renewal rate confirm staff's original \$1.5M estimate.

# Recommended Budget

## Health Insurance Option 1 -

- Continue offering KC20 and KC30. Add High Deductible option.
- Would need to **add \$750K** to amount recommended for FY 2020 Budget for a total increase of \$1.5M 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)	\$3.45	\$7.03	\$11.31	\$14.14
KC20 (premium)	\$11.74	\$19.54	\$29.79	\$36.02
From KC30 to HD	(\$21.20)	(\$43.17)	(\$86.76)	(\$86.71)
From KC20 to HD	(\$43.20)	(\$73.17)	(\$131.76)	(\$141.71)

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# Recommended Budget

## Health Insurance Option 1 - Total Cost Active EE \$13.8M (ER share - \$11.7M; EE share - \$2.1M)

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	\$731	\$1,753	\$2,647	\$3,219
Proposed KC30 ER	<u>\$7,388</u>	<u>\$9,932</u>	<u>\$15,002</u>	<u>\$18,243</u>
	\$8,119	\$11,685	\$17,649	\$21,462

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

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# Recommended Budget

## Health Insurance Option 1 - Total Cost Active EE \$13.8M (ER share - \$11.7M; EE share - \$2.1M)

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	\$1,458	\$2,773	\$4,171	\$5,064
Proposed KC20 ER	<u>\$7,388</u>	<u>\$9,932</u>	<u>\$15,002</u>	<u>\$18,243</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; 22/78 all other coverages

# Recommended Budget

## Health Insurance Option 1 - Total Cost Active EE \$13.8M (ER share - \$11.7M; EE share - \$2.1M)

High Deductible (HD) Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
High Deductible EE	\$139	\$548	\$294	\$798
High Deductible ER	<u>\$7,388</u>	<u>\$9,932</u>	<u>\$15,002</u>	<u>\$18,243</u>
	\$7,527	\$10,480	\$15,296	\$19,041
<b>Compare to EE shares of other Option 1 plans:</b>				
KC30 Basic EE	\$731	\$1,753	\$2,647	\$3,219
KC20 Premium EE	\$1,458	\$2,773	\$4,171	\$5,064

- 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)=2/98 EE only; 5/95 EE Child; 2/98 EE Spouse; 4/96 Family

# Recommended Budget

## Health Insurance Option 2 -

- Continue offering KC20 and KC30. Add High Deductible option.
- Cap County's add'l costs at the **\$750K already included** in Recommended Budget.
- Employee share would change as follows:

Plan	Per Payroll Change in Employee Cost			
	EE Only	EE + Child	EE + Spouse	Family
KC30 (basic)	\$6.83	\$41.11	\$62.78	\$76.73
KC20 (premium)	\$15.12	\$53.63	\$81.26	\$98.61
From KC30 to HD	(\$17.82)	(\$9.09)	(\$35.29)	(\$24.12)
From KC20 to HD	(\$39.82)	(\$39.09)	(\$80.29)	(\$79.12)

# Recommended Budget

## Health Insurance Option 2 - Total Cost Active EE \$13.8M (ER share - \$11M; EE share - \$2.8M)

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	\$812	\$2,571	\$3,883	\$4,722
Proposed KC30 ER	<u>7,307</u>	<u>\$9,114</u>	<u>\$13,766</u>	<u>\$16,740</u>
	\$8,119	\$11,685	\$17,649	\$21,462

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

Proposed Cost Share % (EE/ER) = 10/90 EE only coverage; 22/78 all other coverages

# Recommended Budget

## Health Insurance Option 2 - Total Cost Active EE \$13.8M (ER share - \$11M; EE share - \$2.8M)

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	\$1,539	\$3,591	\$5,406	\$6,567
Proposed KC20 ER	<u>\$7,307</u>	<u>\$9,114</u>	<u>\$13,767</u>	<u>\$16,740</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 other

Proposed Cost Share % (EE/ER) = 17/83 EE only coverage; 28/72 all other coverages



# Recommended Budget

## Health Insurance Option 2 - Total Cost Active EE \$13.8M (ER share - \$11M; EE share - \$2.8M)

High Deductible (HD) Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
High Deductible EE	\$220	\$1,366	\$1,530	\$2,301
High Deductible ER	<u>\$7,307</u>	<u>\$9,114</u>	<u>\$13,766</u>	<u>\$16,740</u>
	\$7,527	\$10,480	\$15,296	\$19,041
<b>Compare to EE shares of other Option 2 plans:</b>				
KC30 Basic EE	\$812	\$2,571	\$3,883	\$4,722
KC20 Premium EE	\$1,539	\$3,591	\$5,406	\$6,567

- HD Rates include funding to deposit \$75 per Month into the EE, EE Child and EE Spouse HSA Account and \$125 to EE Family HAS account.
- Proposed HD Cost Share % (EE/ER) = 3/97 EE only; 13/87 EE Child; 10/90 EE Spouse; and 12/88 Family

## Health Insurance Option 3 -

- Introduce new plans to:
  - Cap County's add'l costs at the **\$750K already included** in Recommended Budget.
  - Reduce Option 2 impact to employees
- Eliminates KC20 (premium) plan.
- New HealthKeepers 30 plan will become County's basic plan
- Current KC 30 plan becomes the County's premium plan
- Introduce a High Deductible Plan

# Recommended Budget

## Health Insurance Option 3 -

- Employee share would change as follows:

Plan	Per Payroll Change in Employee Cost			
	EE Only	EE + Child	EE + Spouse	Family
KC30 (basic) to HK30 (basic)	\$5.57	\$8.23	\$9.15	\$12.23
KC20 (prem.) to KC30 (prem.)	\$2.94	\$5.76	\$8.64	\$10.50
KC30 (basic) to KC30 (premium)	\$24.94	\$35.76	\$53.64	\$65.50
From KC30 to HD	(\$17.21)	(\$31.94)	(\$61.93)	(\$77.85)
From KC20 to HD	(\$39.21)	(\$61.94)	(\$106.93)	(\$132.85)

# Recommended Budget

## Health Insurance Option 3 - Total Cost Active EE \$13.4M (ER share - \$11.M; EE share - \$2.4M)

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 HK30 EE	\$782	\$1,781	\$2,596	\$3,173
Proposed HK30 ER	<u>\$6,872</u>	<u>\$9,243</u>	<u>\$13,986</u>	<u>\$17,010</u>
	\$7,654	\$11,024	\$16,581	\$20,183

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

Proposed Cost Share % (EE/ER) = 10/90 EE only coverage; 16/84 all other coverages

# Recommended Budget

## Health Insurance Option 3 - Total Cost \$13.4M (ER share - \$11.M; EE share - \$2.4M)

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 KC30 EE	\$1,247	\$2,442	\$3,663	\$4,452
Proposed KC30 ER	<u>\$6,872</u>	<u>\$9,243</u>	<u>\$13,986</u>	<u>\$17,010</u>
	\$8,119	\$11,685	\$17,649	\$21,462

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

Proposed Cost Share % (EE/ER) = 15/85 EE only coverage; 21/79 all other coverages

# Recommended Budget

## Health Insurance Option 3 - Total Cost \$13.4M (ER share - \$11M; EE share - \$2.4M)

High Deductible Plan	Compare Employee and Employer Annual Cost			
	EE Only	EE + Child	EE + Spouse	Family
High Deductible EE	\$235	\$817	\$890	\$1,011
High Deductible ER	<u>\$6,872</u>	<u>\$9,243</u>	<u>\$13,986</u>	<u>\$17,010</u>
	\$7,107	\$10,060	\$14,876	\$18,021
<b>Compare to EE shares of other plans:</b>				
HK30 Basic EE	\$782	\$1,781	\$2,596	\$3,173
KC30 Premium EE	\$1,247	\$2,442	\$3,663	\$4,452

High Deductible Rates include funding to deposit \$40 per Month into the EE's HSA Account.  
Proposed High Deductible Cost Share % (EE/ER) = 3/97 EE only; 8/92 EE Child; 6/94 all other

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## Health Insurance Option 4

- Continue offering KC20 and KC30. Add High Deductible option.
- Would need to **add \$1.2M** to amount recommended for FY 2020 Budget for a total increase of \$1.95M in County costs.
- Employee cost would not change for KC30 or KC20.
- Employee cost of High Deductible (HD) plan would decrease as follows:

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

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# Recommended Budget

## Health Insurance Option 4 - Total Cost \$13.8M (ER share - \$12.2M; EE share - \$1.6M)

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

Proposed Cost Share % (EE/ER) = 8/92 EE only coverage; 14/86 EE Child; 13/87 all other



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## Health Insurance Option 4 - Total Cost \$13.8M (ER share - \$12.2M; EE share - \$1.6M)

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	\$1,176	\$2,304	\$3,456	\$4,200
Proposed KC20 ER	<u>\$7,670</u>	<u>\$10,401</u>	<u>\$15,717</u>	<u>\$19,107</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 other

Proposed Cost Share % (EE/ER) = 13/87 EE only coverage; 18/82 all other coverages

# Recommended Budget

## Health Insurance Option 4 - Total Cost \$13.8M (ER share - \$12.2M; EE share - \$1.6M)

High Deductible 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
<b>Compare to EE shares of other plans:</b>				
KC30 Basic EE	\$648	\$1,584	\$2,376	\$2,880
KC20 Premium EE	\$1,176	\$2,304	\$3,456	\$4,200

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

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Date	Next Steps
April 11	