

Expenditures	FY13-14 Actuals	FY 14-15 Adjusted Budget	FY15-16 Approved Budget
Personnel Services	\$ 5,189,186	\$ 6,230,709	\$ 6,028,106
Operating	429,473	748,000	500,000
Debt Service	-	-	-
Capital Outlay	-	-	-
Total:	\$ 5,618,658	\$ 6,978,709	\$ 6,528,106

Full-Time Positions	0	0	0
Part-Time Positions	0	0	0

Purpose and Mission:

The Employees' Benefit Insurance Fund handles the expenses for employee-related insurance coverage. The City's healthcare plan is self-insured with stop loss insurance coverage purchased to minimize our loss against large claims. The stop loss coverage operates on a fiscal year basis. The health plan operates on a calendar-year basis.

In our ongoing effort to maintain a comprehensive quality health care plan while managing costs, we continue to work closely with Integra BMS, our Health Insurance Third Party Administrator, to design an effective healthcare program while adhering to compliance regulations as mandated by Healthcare Reform (Affordable Care Act). We anticipate that the ongoing expansion of the "Healthy Track" Wellness Program will continue to result in illness management and also in a workforce who embraces healthier lifestyles. A successful Wellness Program is a key component to claims reduction and managing healthcare costs.

Worker's Compensation claims are also paid from the fund and operates with a similar arrangement as our group healthcare plan with services currently provided by Compensation Claims Solutions. More information on efforts to reduce workplace accidents is discussed in the Human Resources budget, as the Human Resources Department is responsible for coordination of these claims and the healthcare program.

FY15-16 Budget Highlights:

Operating:

- \$90,000 - Health Insurance - Retirees - Rates increased for Medicare Supplement effective July 2014 and Part D Plan effective November 2014
- \$155,000 - Workers' Compensation - Increase is due to expected rate increase by the Excess Workers Compensation Carriers.
- \$3,000 - Wellness Program - Funds to be used to purchase wellness incentives for employee participation in Health Track Wellness Program activities.

**City of New Bern Budget
Fiscal Year 2015-16**

Fund Employees' Benefit Insurance Fund
 Department: Administration
 Organization: Employee Benefits Revenue

Account Number	Description	Actual Last Year FY 2013-14	Adjusted Budget FY 2014-15	Manager's Recommended FY 2015-16	Approved Budget FY 2015-16
Investment Earnings:					
6111-0010-55101	Investment Earnings	151	150	100	100
6111-0010-55112	Investment Earnings-NCCMT	706	685	500	500
Total Investment Earnings		857	835	600	600
Miscellaneous Revenue:					
6111-0010-58810	Employee Contributions	563,002	550,000	537,500	537,500
6111-0010-58820	Retiree & COBRA Contributions	103,658	85,000	95,000	95,000
6111-0010-58830	City of New Bern Contributions	5,469,974	5,368,000	5,027,000	5,027,000
Total Miscellaneous Revenue		6,136,634	6,003,000	5,659,500	5,659,500
Interdepartmental Revenue:					
6111-0010-59101	General Interfund Reimbursement	110,863	113,922	123,375	123,375
6111-0010-59110	Electric Interfund Reimbursement	205,888	211,570	229,125	229,125
6111-0010-59120	Water Interfund Reimbursement	158,375	162,746	176,250	176,250
6111-0010-59130	Sewer Interfund Reimbursement	158,375	162,746	176,250	176,250
Total Interdepartmental Revenue		633,501	650,984	705,000	705,000
Other Financing Sources:					
6111-0010-81310	Fund Balance Appropriated	0	323,890	163,006	163,006
Total Other Financing Sources		0	323,890	163,006	163,006
Benefit Fund Revenues Totals:		6,770,992	6,978,709	6,528,106	6,528,106

**City of New Bern Budget
Fiscal Year 2015-16**

Fund: Employees' Benefit Insurance Fund
Department: Administration
Organization: Employee Benefits Expense

Account Number	Description	Actual Last Year FY 2013-14	Adjusted Budget FY 2014-15	Manager's Recommended FY 2015-16	Approved Budget FY 2015-16
Personnel Services:					
6111-9722-62810	Health/Life Insurance	533,191	600,000	620,000	620,000
6111-9722-62812	Health Ins - BMS Claims Paid	4,339,148	5,248,103	5,000,000	5,000,000
6111-9722-62814	Health Ins - Retirees	71,035	75,000	90,000	90,000
6111-9722-62816	Life Insurance	48,405	68,000	73,000	73,000
6111-9722-62818	PCOR Fee	956	1,780	1,906	1,906
6111-9722-62820	Workers' Compensation	110,590	113,000	155,000	155,000
6111-9722-62824	Unemployment Compensation	85,861	75,000	50,000	50,000
6111-9722-62826	Transitional Reinsurance Fee	0	48,326	35,200	35,200
6111-9722-62828	Wellness Program	0	1,500	3,000	3,000
Total Personnel Services		5,189,186	6,230,709	6,028,106	6,028,106
Fixed Charges & Other Services:					
6111-9722-72410	Printing	0	8,000	0	0
6111-9722-73342	Workers' Compensation-Claims Paic	429,473	740,000	500,000	500,000
Total Fixed Charges & Other Services		429,473	748,000	500,000	500,000
Benefit Fund Expense Totals:		5,618,659	6,978,709	6,528,106	6,528,106