

Employees' Benefit Insurance Fund

Org. 9722

<u>EXPENDITURES</u>	<u>FY 12-13 ACTUAL</u>	<u>FY 13-14 ADJUSTED BUDGET</u>	<u>FY 14-15 APPROVED BUDGET</u>
Personnel Services	4,703,897	6,412,000	6,480,709
Operating	336,638	498,000	498,000
Debt Service	0	0	0
Capital Outlay	0	0	0
Total:	5,040,535	6,910,000	6,978,709

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 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).

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.

FY14-15 Approved Budget Highlights

Operating:

\$68,000 – Life Insurance – Increased request is due to a Basic Life Insurance rate increase imposed by the carrier effective January 1, 2014. This is the first rate increase the City has experienced in several years.

\$1,724 – PCOR Fee – Estimated Affordable Care Act fee for Patient Centered Outcome Research Institute

\$113,000 – Workers' Compensation – Increase is due to expected rate increase by the excess worker's compensation carrier.

\$8,000 – Printing – Estimated cost to print restated Health Insurance Plan Document to be distributed to all employees.

**City of New Bern Budget
Fiscal Year 2014-15**

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

Account Number	Description	Actual Last Year FY 2012-13	Adjusted Budget FY 2013-14	Manager's Recommended FY 2014-15	Approved Budget FY 2014-15
Investment Earnings:					
6111-0010-55101	Investment Earnings	155	80	150	150
6111-0010-55112	Investment Earnings-NCCMT	858	70	685	685
Total Investment Earnings		1,013	150	835	835
Miscellaneous Revenue:					
6111-0010-58810	Employee Contributions	546,689	401,257	550,000	550,000
6111-0010-58820	Retiree & COBRA Contributions	99,473	65,321	85,000	85,000
6111-0010-58830	City of New Bern Contributions	5,914,673	5,375,260	5,368,000	5,368,000
Total Miscellaneous Revenue		6,560,835	5,841,838	6,003,000	6,003,000
Interdepartmental Revenue:					
6111-0010-59101	General Interfund Reimbursement	110,863	110,863	113,922	113,922
6111-0010-59110	Electric Interfund Reimbursement	205,888	205,888	211,570	211,570
6111-0010-59120	Water Interfund Reimbursement	158,375	158,375	162,746	162,746
6111-0010-59130	Sewer Interfund Reimbursement	158,375	158,375	162,746	162,746
Total Interdepartmental Revenue		633,501	633,501	650,984	650,984
Other Financing Sources:					
6111-0010-81310	Fund Balance Appropriated	0	434,511	358,890	323,890
Total Other Financing Sources		0	434,511	358,890	323,890
Benefit Fund Revenues Totals:		7,195,349	6,910,000	7,013,709	6,978,709

**City of New Bern Budget
Fiscal Year 2014-15**

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

Account Number	Description	Actual Last Year FY 2012-13	Adjusted Budget FY 2013-14	Manager's Recommended FY 2014-15	Approved Budget FY 2014-15
Personnel Services:					
6111-9722-62810	Health/Life Insurance	508,623	600,000	600,000	600,000
6111-9722-62812	Health Ins - BMS Claims Paid	3,962,086	5,500,000	5,500,000	5,500,000
6111-9722-62814	Health Ins - Retirees	60,445	65,000	75,000	75,000
6111-9722-62816	Life Insurance	51,196	53,000	68,000	68,000
6111-9722-62818	PCOR Fee	0	0	1,724	1,724
6111-9722-62820	Workers' Compensation	83,595	93,500	113,000	113,000
6111-9722-62824	Unemployment Compensation	37,952	100,500	110,000	75,000
6111-9722-62826	Transitional Reinsurance Fee	0	0	47,985	47,985
Total Personnel Services		4,703,897	6,412,000	6,515,709	6,480,709
Fixed Charges & Other Services:					
6111-9722-72410	Printing	0	8,000	8,000	8,000
6111-9722-73342	Workers' Compensation-Claims Paid	336,638	490,000	490,000	490,000
Total Fixed Charges & Other Services		336,638	498,000	498,000	498,000
Benefit Fund Expense Totals:		5,040,535	6,910,000	7,013,709	6,978,709