

Compensation & Benefits Overview

April 2, 2019

Agenda

- **Compensation Overview**
 - **FY20 Compensation Proposal**
 - **FY19 Compression Analysis**
 - **Total Compensation Package**
- **Healthcare Overview**
 - **FY19 Highlights**
 - **FY20 Healthcare Premium Proposal**

Compensation Overview

FY20 Compensation Proposal

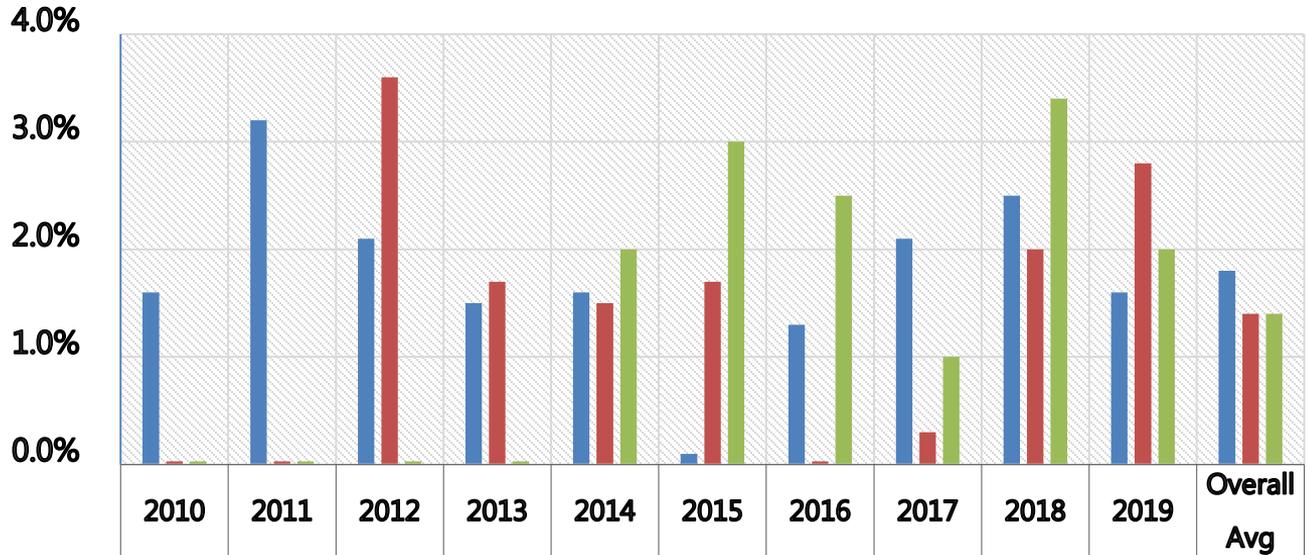
Effective July 1, 2019

- **2.5% General Wage Increase**
- **\$500 Adjustment to Base Salary**

FY20 Compensation Proposal

FY2020 Increase		
Base Salary	7/1/2019 (2.5% + \$500)	Percentage Increase
\$30,000	\$31,250	4.20%
\$50,000	\$51,750	3.50%
\$70,000	\$72,250	3.20%
\$90,000	\$92,750	3.10%

10-Year General Wage Increase Comparison



 Consumer Price Index	1.6%	3.2%	2.1%	1.5%	1.6%	0.1%	1.3%	2.1%	2.5%	1.6%	1.8%
 Social Security - COLA	0.0%	0.0%	3.6%	1.7%	1.5%	1.7%	0.0%	0.3%	2.0%	2.8%	1.4%
 York County - GWI	0.0%	0.0%	0.0%	0.0%	2.0%	3.0%	2.5%	1.0%	3.4%	2.0%	1.4%

FY19 Compression Analysis

- Little or no differences in pay, combined with large differences in responsibilities, skill level, or qualifications
- The inequity may occur between supervisors and subordinates or between new and experienced personnel in the same position
- Adjustments were given to employees who were identified as having either vertical or horizontal compression
- We will continue to evaluate our employees and our pay plan to identify future compression concerns

Total Compensation Package

- **The County's total compensation package is competitive.**
- **Marketing our total compensation package is vital in the attraction and retention of great people.**
- **A total compensation calculator tool is accessible on the Human Resources website.**

Total Compensation Package

(Employee Only)

County's Annual Contribution ¹	
Base Salary²	\$47,300
Medical Benefit	\$7,764
Dental Benefit	\$264
VRS Retirement	\$4,905
Basic Life Insurance	\$620
Short & Long Term Disability	\$279
FICA (Social Security & Medicare)	\$3,618
Total Benefits	\$17,450
Total Compensation	\$64,750
Benefits as a % of Total Compensation	27%

¹Example provided is a Hybrid employee with employee only coverage in both the OAP 1 health plan and the PPO dental plan.

²Base salary used in example is the median base salary of County employees.

Total Compensation Package

(Employee & Family)

County's Annual Contribution ¹	
Base Salary²	\$47,300
Medical Benefit	\$16,608
Dental Benefit	\$696
VRS Retirement	\$4,905
Basic Life Insurance	\$620
Short & Long Term Disability	\$279
FICA (Social Security & Medicare)	\$3,618
Total Benefits	\$26,726
Total Compensation	\$74,026
Benefits as a % of Total Compensation	36%

¹Example provided is a Hybrid employee with family coverage in both the OAP 1 health plan and the PPO dental plan.

²Base salary used in example is the median base salary of County employees.

Benefits Overview

FY19 Healthcare Highlights

- **Joint purchase with School Board provided a combined cost avoidance of \$1.5M**
- **Plan design enhancements to both health and dental plans by combining the best aspects of each other's plan**
- **An additional Delta Dental plan offered to County employees to align with the School Division offerings**
- **Post-65 Retiree Healthcare plan with Humana with enriched benefits and substantially lower premium rates for retirees**

FY19 Healthcare Highlights

- **Open enrollment had a great turnout and employees were able to get many of their questions answered at the meetings**
- **A few employees have made us aware their prescriptions are now less expensive under Cigna**
- **The prescription lookup tool on MyCigna.com is really helpful with comparing pharmacies and the cost differentials**
- **Employees are pleased with premiums not increasing**
- **Post-65 retirees have received great customer service from RetireeFirst and their willingness to assist and reach out to doctors when necessary**

Health Insurance Plan Options

- **Cigna Choice Fund High Deductible Plan with Health Savings Account (HSA)**
- **Cigna – Open Access Plus 1 Plan (OAP 1)**
- **Cigna – Open Access Plus 2 Plan (OAP 2)**
- **Humana Medicare Advantage Plan (Post-65 Retirees Only)**

Tips To Being Healthy & Keeping Costs Down

- Use preventive care benefits under both medical and dental plans
- Ask for generic prescriptions when possible
- Use the emergency room only for emergencies
- Eat a healthy diet and exercise regularly

FY20 Health & Dental Proposal

July 1, 2019

- **Cigna Health Plans: modest premium decrease for most employees**
- **Delta Dental Plans: premiums will remain the same for employees**
- **Humana Health Plan (Post-65 Only): fully insured plan and rates to be determined at renewal by the carrier**

Employee Monthly Health Rates July 1, 2019

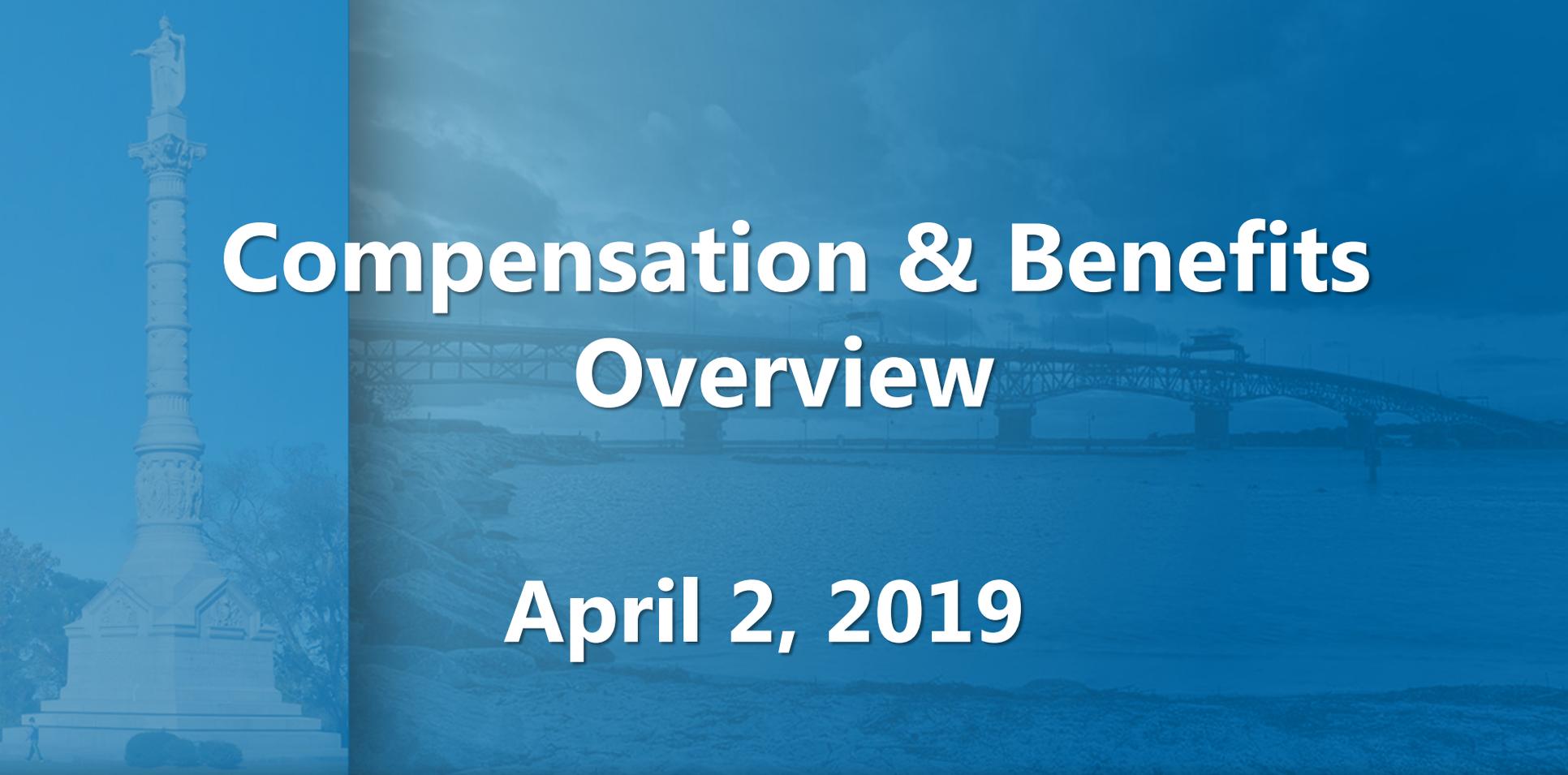
	HSA	HSA Savings	OAP 1	OAP 1 Savings	OAP 2	OAP 2 Savings
Employee Only	\$0	\$0	\$42	\$1	\$147	\$19
Employee & Child	\$133	\$25	\$234	\$46	\$398	\$62
Employee & Spouse	\$206	\$15	\$346	\$48	\$584	\$58
Employee & Family	\$269	\$19	\$451	\$64	\$747	\$103

Employee Monthly Dental Rates July 1, 2019 (No Change)

	PPO plus Premier	EPO
Employee Only	\$9	\$8
Employee & Child	\$12	\$10
Employee & Spouse	\$14	\$12
Employee & Family	\$18	\$16

SUMMARY

- **FY20 compensation proposal of 2.5% plus \$500 allows us to remain regionally competitive**
- **Compression will continue to be evaluated to ensure internal equity among our employees**
- **Positive claims experience in FY19 has allowed us to provide employees with a modest decrease to their health premiums**



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