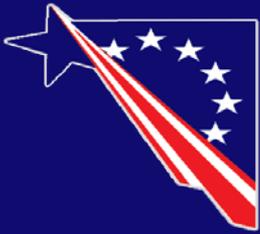


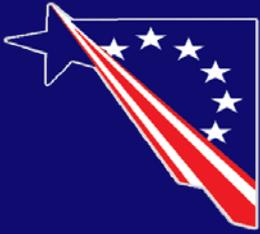
FY2018 Budget Work Session

April 4, 2017



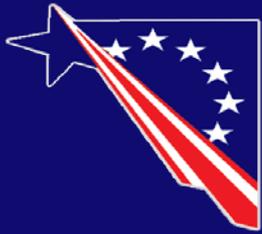
Work Session Topics

- **Compensation and Benefits**
- **Public Safety**
- **CIP Review**
- **Board Comments & Questions**
- **Budget Adjustments**



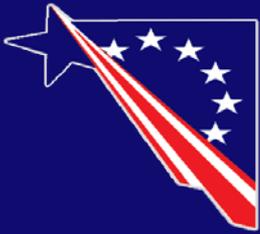
Health Care & Compensation Overview (FY 2018)

April 4, 2017

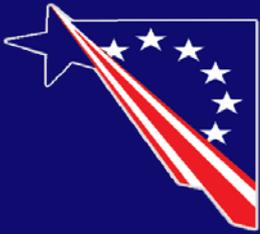


Agenda

- **Health Insurance**
 - **Plans**
 - **Costs**
 - **Comparisons**
- **Compensation Plan for FY18**
- **Deferred Compensation Plan**
- **Commonwealth of Virginia Health Plan**
- **Joint County/School Division Study**

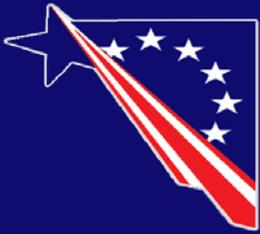


Health Care Overview for FY2018



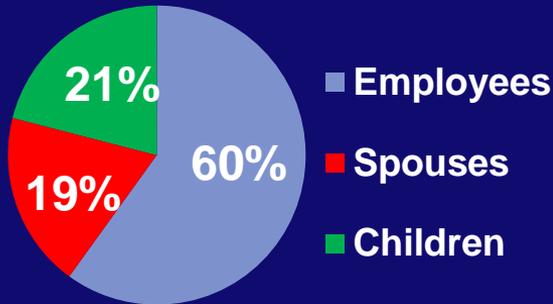
Health Insurance Plan Options

- **KeyCare – Preferred Provider Organization (PPO)**
- **HealthKeepers – Point of Service (POS)**
- **Lumenos – Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA)**

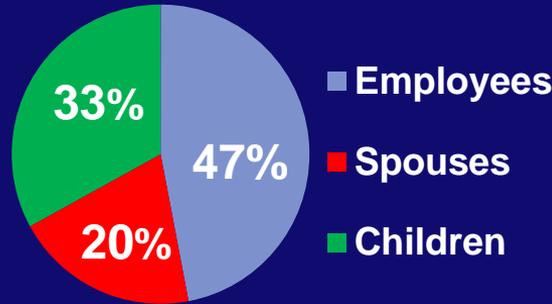


Current Participation by Plan

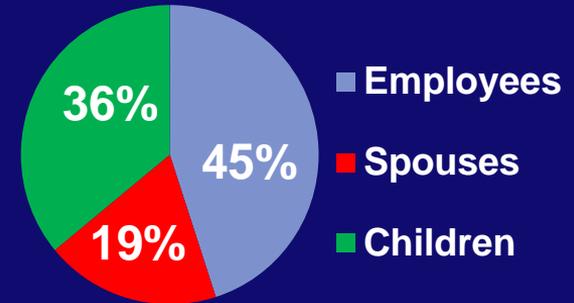
KeyCare PPO
Enrollment = 254



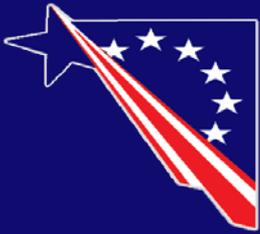
HealthKeepers POS
Enrollment = 1464



Lumenos CDHP
Enrollment = 52

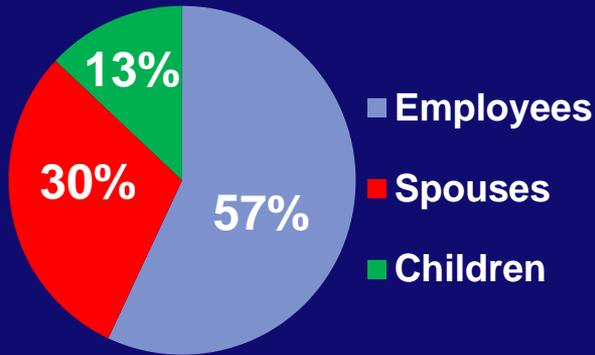


Total Enrollment = 1770

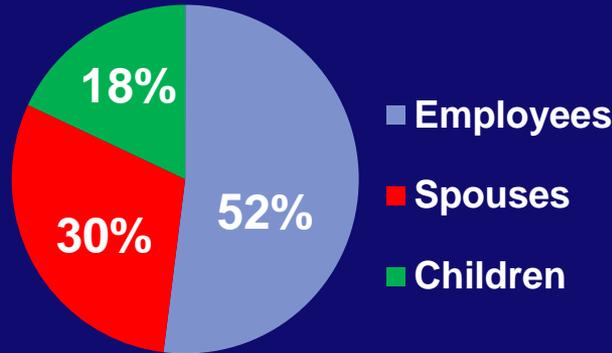


Paid Claims by Member Type

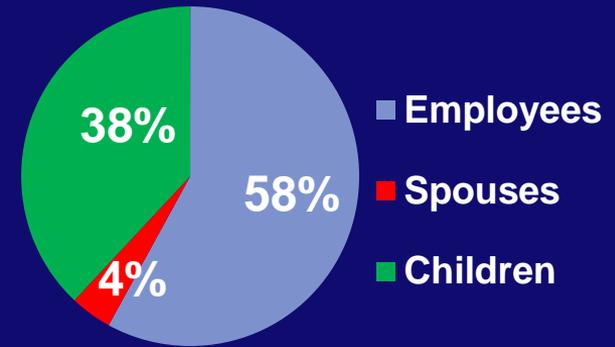
KeyCare PPO



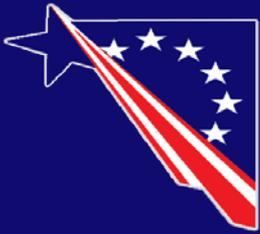
HealthKeepers POS



Lumenos CDHP

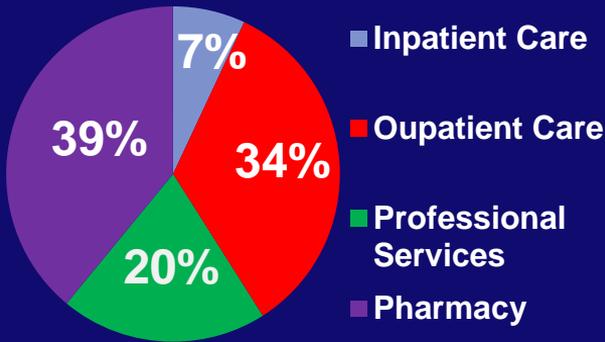


New plan; limited data

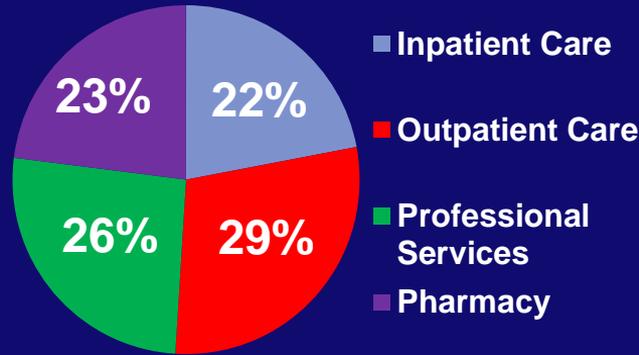


Overall Paid Claims

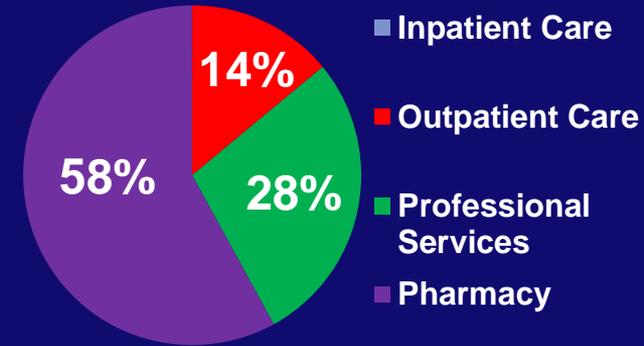
KeyCare PPO



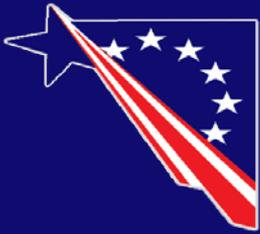
HealthKeepers POS



Lumenos CDHP



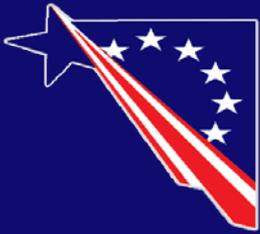
New plan; limited data



Per Member Per Month (PMPM) Cost

The **group's** average claims cost PMPM is **\$5,689**, a **13%** increase over prior year review.

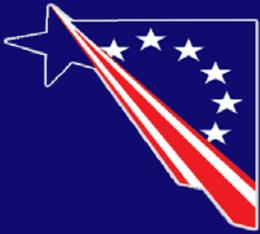
- The average claims cost per KC **PPO** member is **\$8,652**, a **2%** increase over the prior review period.
- The average claims cost per HK **POS** member is **\$5,211**, a **21%** increase over the prior review period.
- The average claims cost per **CDHP** member is an undeveloped value of **\$1,048**. Since this program began August 2016, there is not a prior year to review.



Lumenos Consumer Driven Health Plan (CDHP)

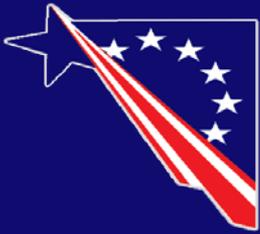
CDHP differs from traditional plans in several ways:

- **Higher deductibles**
- **No copayments**
- **Member pays allowable charge of services until deductible is met**
- **Referrals are not required to see specialists**
- **Paired with a Health Savings Account (HSA)**



Health Savings Account (HSA)

- An HSA is a tax sheltered savings account used with IRS qualified CDHP medical plans.
- **The money in an HSA can help pay the employee's deductible, coinsurance, and any other qualified medical expenses.**
- The account is owned by the employee. It is portable and earns interest.
- Funded by employer and/or employee. **The County will continue \$100 monthly contributions to employees' accounts.**
- 2017 maximum contribution amounts are \$3,400 for an individual and \$6,750 for a family. \$1,000 yearly "catch-up contribution" provision for those age 55 and older.

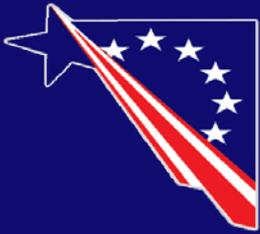


Lumenos Consumer Driven Health Plan (CDHP) Rates

(No Rate Increase)

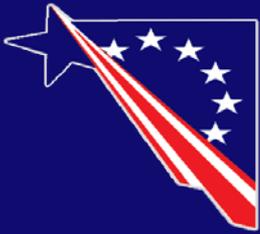
	Total Monthly Cost	County Monthly Cost	County %	Employee Monthly Cost	County Monthly HSA Contribution*
Employee Only	\$607	\$607	100%	\$0	\$100
Employee & Child	\$914	\$756	83%	\$158	\$100
Employee & Spouse	\$1278	\$1057	83%	\$221	\$100
Employee & Family	\$1670	\$1382	83%	\$288	\$100

* In addition to County monthly cost



HealthKeepers (POS) \$15/\$35

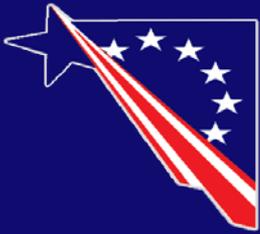
- Point of Service (POS) plan is primarily a Virginia state plan with a large network of participating physicians and out-of-network options
- Healthcare is coordinated through a Primary Care Physician (PCP)
- Referrals are not required to see specialists
- \$15 copayment paid to the Primary Care Physician (PCP)
- \$35 is the standard specialist copayment



HealthKeepers (POS) Rates

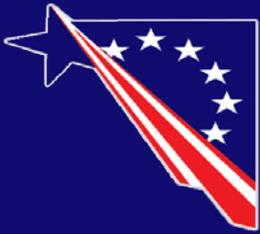
(Increase ~ 5%)

	Total Monthly Cost	County Monthly Cost	County %	Employee Monthly Cost
Employee Only	\$690	\$647	94%	\$43
Employee & Child	\$1037	\$757	73%	\$280
Employee & Spouse	\$1452	\$1058	73%	\$394
Employee & Family	\$1899	\$1384	73%	\$515



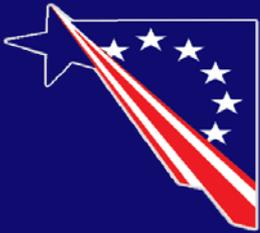
POS Employee Monthly Cost FY17 vs FY18

	HealthKeepers POS FY17	HealthKeepers POS FY18	Increase to Employee Cost
Employee Only	\$41	\$43	\$2
Employee + Child	\$267	\$280	\$13
Employee + Spouse	\$375	\$394	\$19
Employee + Family	\$490	\$515	\$25



KeyCare (PPO) \$20/\$40

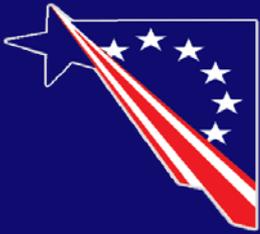
- Preferred Provider Organization (PPO) is a national plan with a large network of participating physicians
- Referrals are not required to see specialists
- \$20 copayment paid to the Primary Care Physician (PCP)
- \$40 is the standard specialist copayment
- Out of pocket costs are greater on this plan – higher copayments and coinsurance.



KeyCare (PPO) Rates

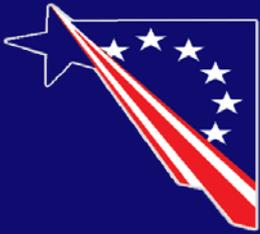
(Increase ~ 8%)

	Total Monthly Cost	County Monthly Cost	County %	Employee Monthly Cost
Employee Only	\$818	\$652	80%	\$166
Employee & Child	\$1217	\$757	62%	\$460
Employee & Spouse	\$1700	\$1058	62%	\$642
Employee & Family	\$2234	\$1384	62%	\$850



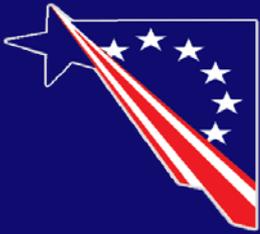
PPO Employee Monthly Cost FY17 vs FY18

	KeyCare PPO FY17	KeyCare PPO FY18	Increase to Employee Cost
Employee Only	\$154	\$166	\$12
Employee + Child	\$426	\$460	\$34
Employee + Spouse	\$594	\$642	\$48
Employee + Family	\$786	\$850	\$64



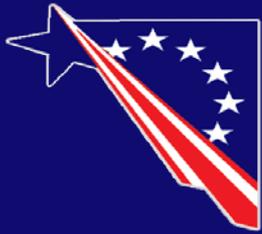
FY 2018 Plan Designs (In-Network)

Benefits	KeyCare (PPO)	HealthKeepers (POS)	Lumenos (CDHP)
Deductible	\$0 / \$0	\$0 / \$0	\$3,000 / \$ 6,000
Preventive Exams	\$0	\$0	\$0
Primary Care	\$20	\$15	0% after deductible
Specialist	\$40	\$35	0% after deductible
Emergency Room	\$200 / 20% AC	\$200	0% after deductible
Outpatient Surgery	\$200 / 20% AC	\$150 per visit	0% after deductible
Inpatient Care	\$400 / 20% AC	\$200 per day / max \$1000	0% after deductible
Out of Pocket Max	\$3,500 / \$7,000	\$3,500 / \$7,000	\$5,000 / \$10,000
Prescription Drugs	\$15 / \$30 / \$60 / \$125	\$15 / \$30 / \$60 / \$125	\$15 / \$30 / \$60 / \$125 after deductible



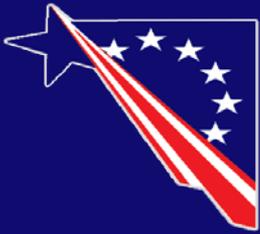
FY18 Employee Monthly Rates Comparison

	KeyCare (PPO)	HealthKeepers (POS)	Lumenos (CDHP)
Employee Only	\$166	\$43	\$0
Employee & Child	\$460	\$280	\$158
Employee & Spouse	\$642	\$394	\$221
Employee & Family	\$850	\$515	\$288

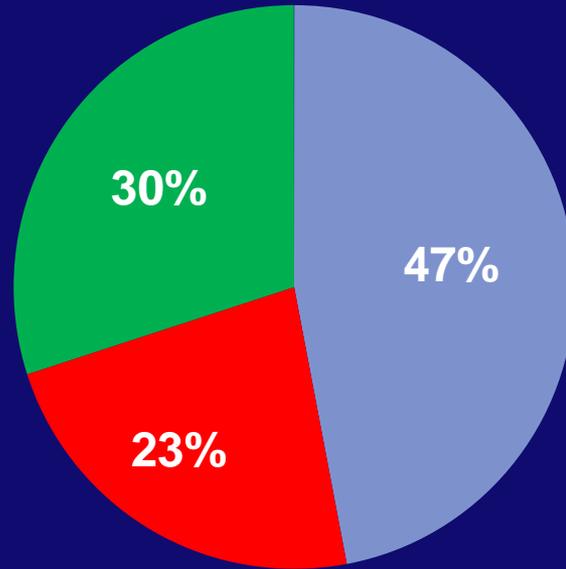


Delta Dental

- **Stand alone dental plan**
- **Large national network of participating dentists**
- **Change dentists anytime without pre-approval**

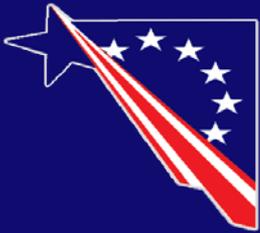


Delta Dental Participation



Enrollment = 2,099

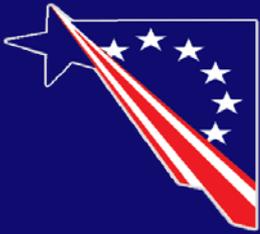
- Employees
- Spouses
- Children



Delta Dental Rates

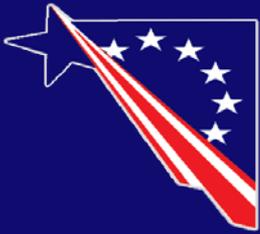
(No Rate Increase)

	Total Monthly Cost	County Monthly Cost	County %	Employee Monthly Cost
Employee Only	\$31	\$22	71%	\$9
Employee & Child	\$45	\$33	73%	\$12
Employee & Spouse	\$58	\$44	76%	\$14
Employee & Family	\$76	\$58	76%	\$18



Comparison with Surrounding Localities

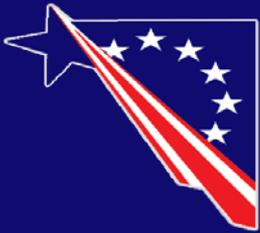
- Chesapeake
- Gloucester
- Hampton
- James City County
- Newport News
- Norfolk
- York County School Division



CDHP - Plan Comparison (In-Network)

(Current)

	Plan Name	Deductible	Out of Pocket Max	PCP Copay	Specialist Copay	Emergency Room Copay
Gloucester	Cigna Choice Fund	\$2,600/\$5,200	\$4,000/\$8,000			0% after deductible
James City County	Anthem Lumenos	\$3,000/\$6,000	\$4,000/\$8,000			0% after deductible
Newport News	Anthem Lumenos	\$2,600/\$5,200	\$3,500/\$7,000			0% after deductible
York County	Anthem Lumenos	\$3,000/\$6,000	\$5,000/\$10,000			0% after deductible

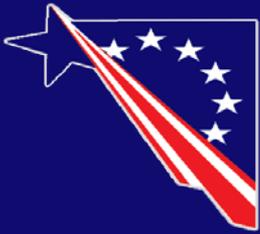


CDHP - Cost Comparison

(Current)

		Employee Only				Family			
	Plan Name	Total	Employer	Employee	ER% ¹	Total	Employer	Employee	ER% ¹
Gloucester	Cigna Choice Fund	\$582.08	\$582.08	\$0.00	100%	\$1,250.60	\$1,049.60	\$201.00	84%
James City County	Anthem Lumenos	\$434.00	390.00	\$44.00	92%	\$1,277.00	\$1,085.00	\$192.00	86%
Newport News	Anthem Lumenos	\$400.98	\$400.98	\$0.00	100%	\$1,092.40	\$1,095.40	\$0.00	100%
York County	Anthem Lumenos	\$537.00	\$537.00	\$0.00	100%	\$1,477.00	\$1,189.00	\$288.00	81%

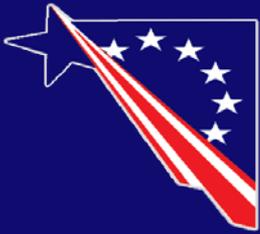
¹ER = Employer



CDHP – Employer Monthly HSA Contribution

(Current)

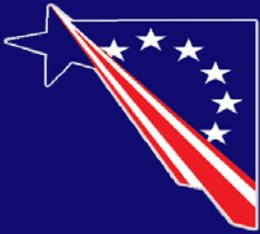
	Plan Name	Employee Only	Employee + Child	Employee +Spouse	Family
Gloucester	Cigna Choice Fund	\$48.00	\$0.00	\$0.00	\$0.00
James City County	Anthem Lumenos	\$125.00	\$125.00	\$125.00	\$125.00
Newport News	Anthem Lumenos	\$38.00	\$65.00	\$78.00	\$112.00
York County	Anthem Lumenos	\$100.00	\$100.00	\$100.00	\$100.00



POS - Plan Comparison (In-Network)

(Current)

	Plan Name	Deductible	Out of Pocket Max	PCP Copay	Specialist Copay	Emergency Room Copay
Chesapeake	Optima POS	\$500/\$1,000	\$4,000/\$8,000	\$25	\$50	15% after deductible
James City County	Anthem HealthKeepers	\$0	\$3,500/\$7,000	\$15	\$35	\$200
Newport News	Anthem HealthKeepers	\$0	\$3,000/\$6,000	\$25	\$45	\$175
Norfolk	Optima POS Plan B	\$1,000/\$2,000	\$4,500/\$9,000	\$25	\$50	15% after deductible
York County	Anthem HealthKeepers POS	\$0	\$3,500/\$7,000	\$15	\$35	\$200
York County School Division	Anthem HealthKeepers POS	\$0	\$3,500/\$7,000	\$15	\$35	\$200

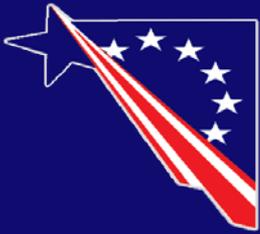


HMO/POS - Cost Comparison

(Current)

	Plan Name	Employee Only				Family			
		Total	Employer	Employee	ER% ¹	Total	Employer	Employee	ER% ¹
Chesapeake	Optima POS	\$609.36	\$542.56	\$66.80	89%	\$2059.56	\$1,415.32	\$644.24	69%
James City County	Anthem HealthKeepers	\$607.00	\$515.00	\$92.00	85%	\$1,703.00	\$1,358.00	\$345.00	80%
Newport News	Anthem HealthKeepers	\$583.04	\$483.64	\$99.40	85%	\$1,554.60	\$1,343.98	\$210.62	86%
Norfolk	Optima POS Plan B	\$539.00	\$484.00	\$55.00	90%	\$1,727.00	\$1,314.00	\$413.00	76%
York County	Anthem HealthKeepers POS	\$610.00	\$569.00	\$41.00	93%	\$1,679.00	\$1,189.00	\$490.00	71%
York County School Division	Anthem HealthKeepers POS	\$528.10	\$491.10	\$37.00	93%	\$1,557.90	\$1,319.90	\$238.00	85%

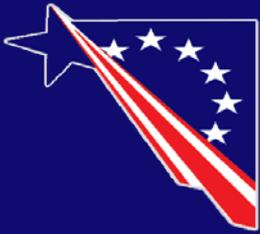
¹ER = Employer



PPO - Plan Comparison (In-Network)

(Current)

	Plan Name	Deductible	Out of Pocket Max	PCP Copay	Specialist Copay	Emergency Room Copay
Chesapeake	Optima Plus	\$750/\$1,500	\$4,000/\$8,000	\$25	\$70	25% after deductible
Gloucester	Cigna Open Access Plus	\$0	\$4,500/\$9,000	\$25	\$50	\$250
Hampton	Anthem KeyCare PPO	\$0	\$2,300/\$4,600	\$20	\$35	\$100 & 20% of AC
James City County	Anthem KeyCare	\$0	\$3,500/\$7,000	\$15	\$30	\$200 & 20% of AC
Newport News	Anthem PPO	\$0	\$3,000/\$6,000	\$25	\$45	\$175
Norfolk	Optima OOA PPO	\$500/\$1,000	\$4,000/\$8,000	\$25	\$50	20% after deductible
York County	Anthem KeyCare PPO	\$0	\$3,500/\$7,000	\$20	\$40	\$200 & 20% of AC
York County School Division	Anthem KeyCare PPO	\$0	\$3,500/\$7,000	\$20	\$40	\$200 & 20% of AC

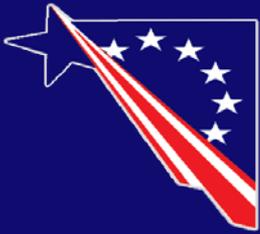


PPO - Cost Comparison

(Current)

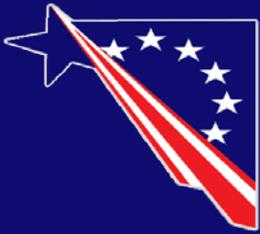
	Plan Name	Employee Only				Family			
		Total	Employer	Employee	ER% ¹	Total	Employer	Employee	ER% ¹
Chesapeake	Optima Plus	\$716.24	\$585.80	\$130.44	82%	\$2,420.88	\$1,416.88	\$1,004.00	59%
Gloucester	Cigna Open Access Plus	\$621.26	\$582.08	\$39.18	94%	\$1,454.60	\$1,049.60	\$405.00	72%
Hampton	Anthem KeyCare PPO	\$567.08	\$441.58	\$125.50	78%	\$1,582.89	\$1,075.13	\$507.76	68%
James City County	Anthem KeyCare	\$717.00	\$515.00	\$202.00	72%	\$2,014.00	\$1,358.00	\$656.00	67%
Newport News	Anthem PPO	\$672.52	\$480.38	\$153.70	75%	\$1,749.28	\$1,334.82	\$414.46	76%
Norfolk	Optima OOA PPO	\$695.57	\$640.57	\$55.00	92%	\$2,229.57	\$1,816.57	\$413.00	81%
York County	Anthem KeyCare PPO	\$723.00	\$569.00	\$154.00	79%	\$1,975.00	\$1,189.00	\$786.00	60%
York County School Division	Anthem KeyCare PPO	\$739.30	\$658.30	\$81.00	89%	\$1980.90	\$1574.90	\$406.00	79%

¹ER = Employer

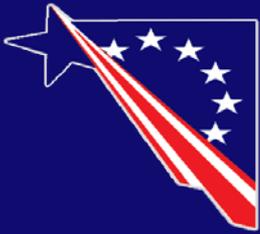


Health & Dental Insurance Fund Reserves

Reserve Balance June 2016	\$2,637,784
Projected to use in FY17	(\$800,000)
Projected to use in FY18	<u>(\$466,637)</u>
Projected balance June 2018	\$1,371,147
Reserve as Percentage of Estimated Expenditures	10.64%



Compensation Overview for FY2018

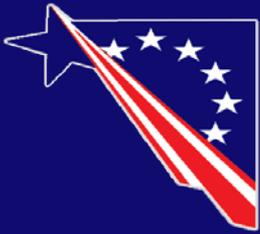


COMPENSATION OVERVIEW

FY2018 Compensation Proposal

Effective July 1, 2017

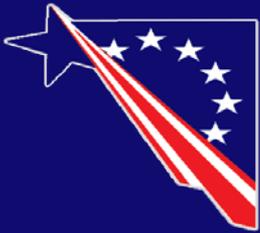
- **\$1,500 General Wage Increase (GWI)**
- **Pay Scale – 3% to the min and max of pay grade**



COMPENSATION OVERVIEW

FY2018 Compensation Proposal

FY 2018 Increase		
Base Salary	7/1/2017 (\$1,500)	Percentage Increase
\$30,000	\$31,500	5.00%
\$50,000	\$51,500	3.00%
\$70,000	\$71,500	2.14%
\$90,000	\$91,500	1.67%



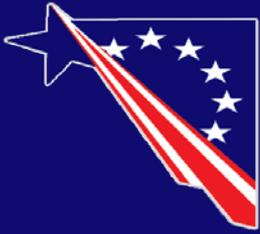
COMPENSATION OVERVIEW

FY2018 Salary Compression Proposal

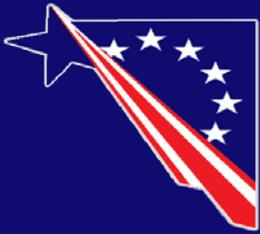
Effective October 1, 2017

- Adjustment to base salary as follows:
 - \$300 (if hired with County prior to July 1, 2017)
 - \$100 additional for each year back to 2009
 - \$1,100 (if hired 2009 and prior)

This proposal will begin to address the existing compensation challenges with compression between new employees and employees with more years of experience.



457 Deferred Compensation Overview



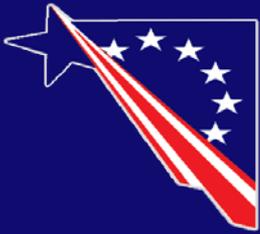
457 Deferred Compensation

Employees' Supplemental Retirement Plan

- Employees make tax deferred contributions and direct their investments from list of 47 plan options
- No Employer Contributions

Employer has Fiduciary Responsible to Ensure a Reasonable Fee Structure

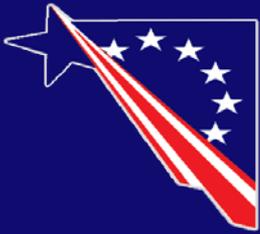
- Fiduciaries must act solely in the interest of the plan participants and beneficiaries with a single purpose of providing benefits to them and paying only necessary and reasonable expenses for administering the plan.



457 Deferred Compensation

Recent Changes to VRS's Management of Hybrid Employees Contributions Has Provided a Path to Transfer to the VRS Managed Plan

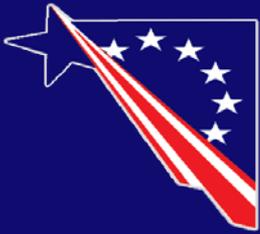
- Providing employees with lower costs which translates to higher investment returns and higher asset values for retirement**
- Higher service levels for employees**
- Increased efficiencies for county staff**



457 Deferred Compensation

Current Plan:

Number of Participants	482
Retirement Assets	\$ 19,700,000
Employee Annual Contributions	\$ 1,300,000
Average Employee Asset Balance	\$ 40,871
Average Employee Annual Contributions	\$ 2,700

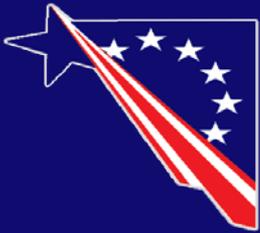


457 Deferred Compensation

Demonstration of Impact to Employees

Scenario 1:

- Mid-Career Employee
- Plans to work 15 more years
- Currently has \$50,000 in retirement assets
- Employee contributes \$2,700 per year
- Employee selects two investment option
 - 2030 Target Portfolio
 - Stable Value Portfolio

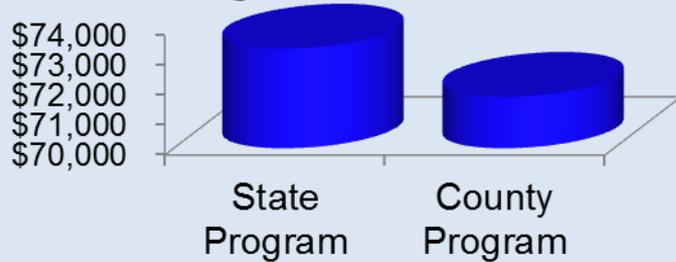


457 Deferred Compensation

Demonstration of Impact to Employees

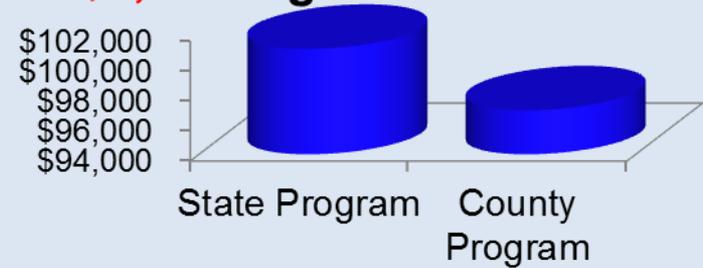
5 Years

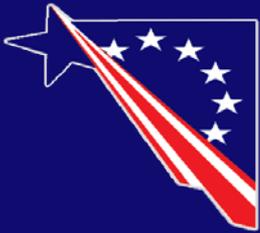
\$1,617 Higher Asset Value



10 Years

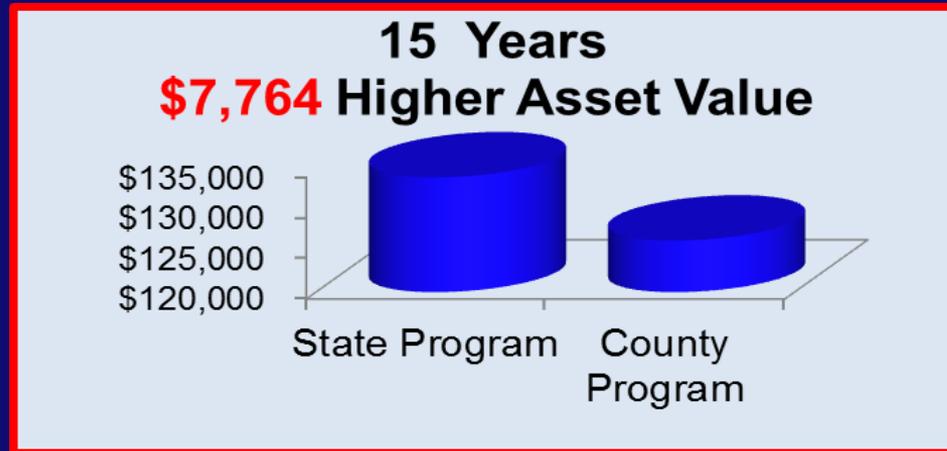
\$4,115 Higher Asset Value

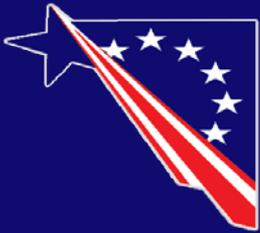




457 Deferred Compensation

Demonstration of Impact to Employees



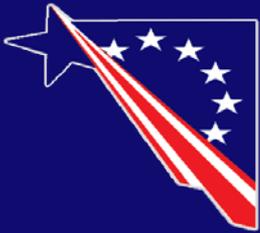


457 Deferred Compensation

Demonstration of Impact to Employees

Scenario 2:

- **New Career Employee**
- **Plans to work 30 more years**
- **Currently has \$0 in retirement assets**
- **Employee contributes \$2,700 per year**
- **Employee selects two investment option**
 - **High Yield Bonds**
 - **Stock S&P 500 (Moderate Risk Equity)**

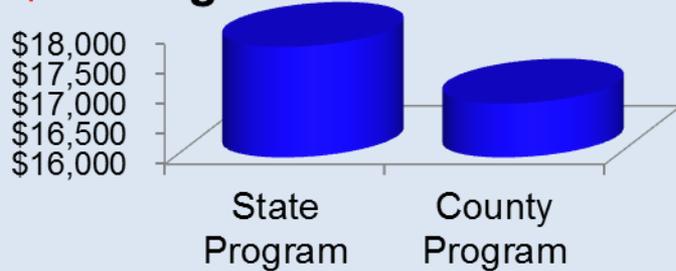


457 Deferred Compensation

Demonstration of Impact to Employees

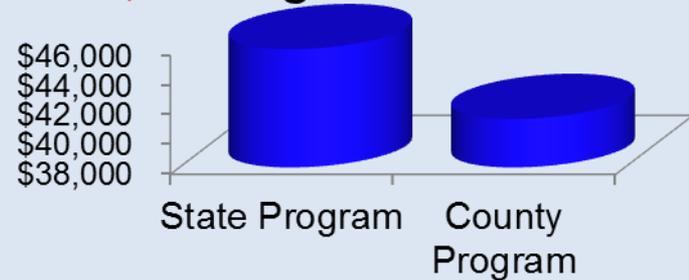
5 Years

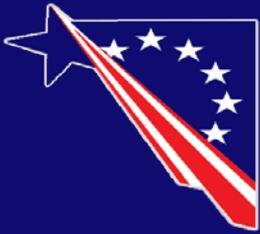
\$950 Higher Asset Value



10 Years

\$4,715 Higher Asset Value



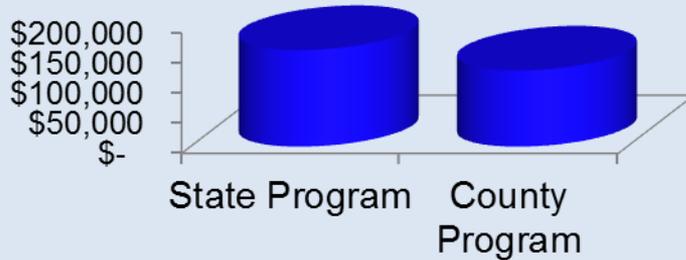


457 Deferred Compensation

Demonstration of Impact to Employees

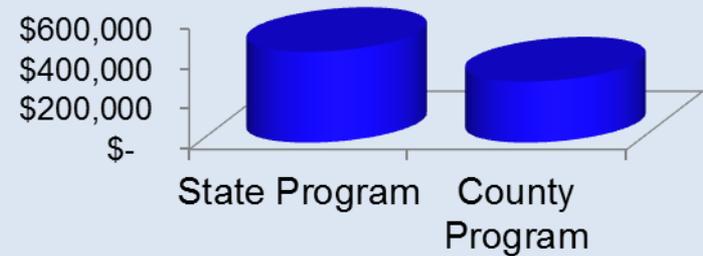
20 Years

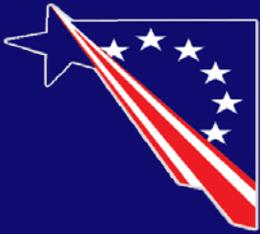
\$34,044 Higher Asset Value



30 Years

\$148,033 Higher Asset Value

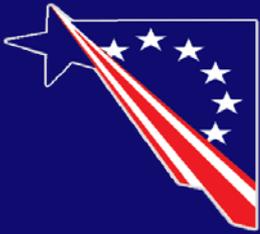




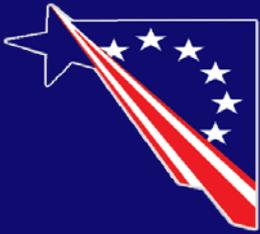
457 Deferred Compensation

Next Steps

- **The BOS passes a resolution.**
- **County and VRS work together to determine a transition date.**
- **Human Resources will work with VRS and ICMA-RC to formalize mapping of assets.**
- **VRS will provide a website to help employees with questions or concerns regarding the transition.**
- **VRS will offer transition meetings for overview and to answer questions.**

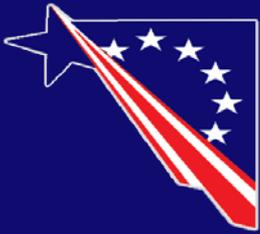


COVA Healthcare Plan Overview FY2018



COVA Local Health Plan

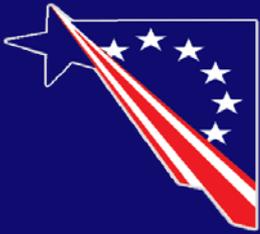
- July 2016: SB 364 authorized Virginia Department of Human Resource Management to develop a plan under the local option health insurance plan
- October 2016: Employers submitted data for actuarial analysis to determine rates



COVA Local Health Plan

- Based on the experience and demographics of the groups that submitted data, the preliminary rates for COVA Local in FY 2019 are projected as follows:

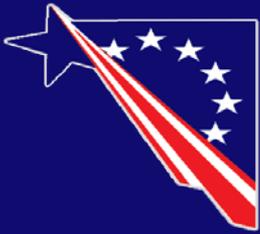
COVA Local Plans	FY 2019 Initial Monthly Rates		
	<u>EE Only</u>	<u>EE+1</u>	<u>EE+Family</u>
Basic	\$ 794.00	\$1,469.00	\$2,144.00
OON Buy-Up	\$ 19.00	\$ 35.00	\$ 51.00
Enhanced Dental Buy-up	\$ 31.00	\$ 57.00	\$ 84.00
Vision and Hearing Buy-Up	\$ 20.00	\$ 37.00	\$ 54.00
Basic with All Buy-Ups	\$ 864.00	\$1,598.00	\$2,333.00
HDHP	\$ 598.00	\$1,106.00	\$1,615.00
Enhanced Dental Buy-Up	\$ 31.00	\$ 57.00	\$ 84.00
HDHP with Enhanced Dental	\$ 629.00	\$1,163.00	\$1,699.00



COVA Local Health Plan Comparison

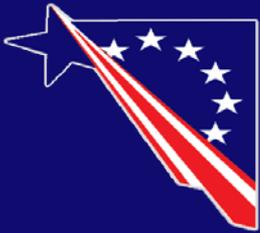
(Employee Monthly Cost)

Tier	YC FY18 POS	COVA Local Basic
Employee Only	\$690	\$794
Employee & Child	\$1037	\$1469
Employee & Spouse	\$1452	\$1469
Employee & Family	\$1899	\$2144



COVA Local Health Plan Comparison

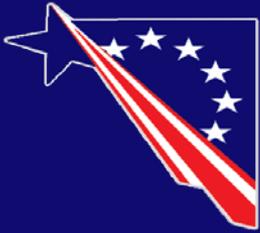
Health Plans	SB 364 COVA Care	YC HealthKeepers POS	SB 364 COVA HDHP	YC CDHP
In-Network Benefits	Employee Pays	Employee Pays	Employee Pays	Employee Pays
Deductible – per plan year				
• One person	\$300	\$0	\$1,750	\$3000
• Two or more persons	\$600	\$0	\$3,500	\$6000
Out-of-pocket expense limit				
• One person	\$1,500	\$3,500	\$5,000	\$5,000
• Two or more persons	\$3,000	\$7,000	\$10,000	\$10,000
Doctor's visits				
• Primary care physician	\$25	\$15	20% after deductible	0% after deductible
• Specialist	\$40	\$35	20% after deductible	0% after deductible
Hospital services				
• Inpatient	\$300 per stay	\$150 co-pay	20% after deductible	0% after deductible
• Outpatient	\$125 per visit	\$200 co-pay up to \$1,000 per day	20% after deductible	0% after deductible
Emergency Room Visits	\$150 per visit	\$200 co-pay	20% after deductible	0% after deductible
Ambulance travel	20% after deductible	\$150 per transport	20% after deductible	0% after deductible



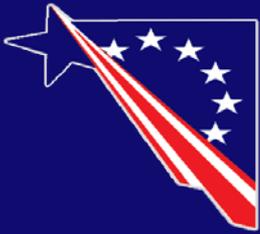
COVA Local Health Plan

Timeline

When	Who	What
September 2016	Employers	Indicate preliminary interest to participate
October 2016	Employers	Complete data submissions due to actuaries
Now	Employers	Indicate continuing interest in participating
August 2017	DHRM	Complete procurement
October 2017	DHRM	Publish final rates
December 2017	Employers	Make binding election to participate
May 2018	Employers & DHRM	Open Enrollment
July 2018	Employers & DHRM	Start of plan year

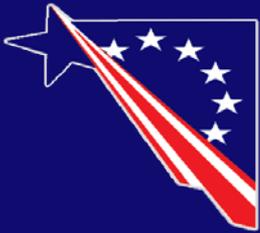


Joint County/School Division Study



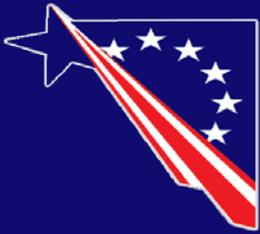
YC and YCSD Joint Health Insurance Procurement

- RFP for three phase study open date February 27
- Two proposals received March 29
- Phases
 - Joint Feasibility Study
 - Competitive Market Study
 - Negotiation of Final Contractual Elements



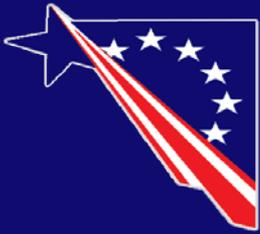
YC and YCSD Joint Health Insurance Procurement

- **Phase 1: Joint Feasibility Study**
 - Plan Design
 - Purchasing Strategies
 - Contributions (Employer, Employees, Retirees)
 - Renewal Dates
 - Demographic Analysis
 - Claims Utilization



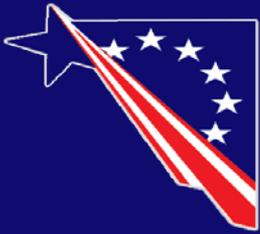
YC and YCSD Joint Health Insurance Procurement

- **Phase 2: Competitive Market Study**
 - Plan design requirements
 - Financial data
 - Review of proposals
 - Comparative analysis

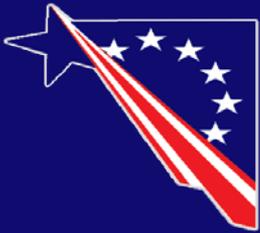


YC and YCSD Joint Health Insurance Procurement

- **Phase 3: Negotiation of Final Contractual Elements**
 - Benefit plan design
 - Administrative issues
 - Rates

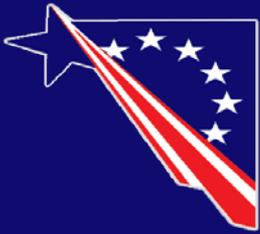


Questions?



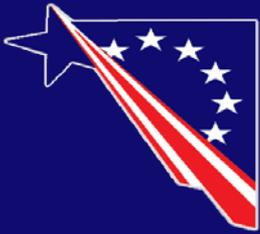
FY2018 Budget – Public Safety

April 4, 2017



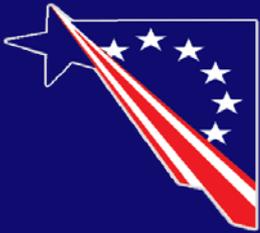
FY2018 Proposed Budget Emphasizes Board's Strategic Priority

*Devote leadership and resources
necessary to ensure and sustain
EXEMPLARY PUBLIC SAFETY functions*

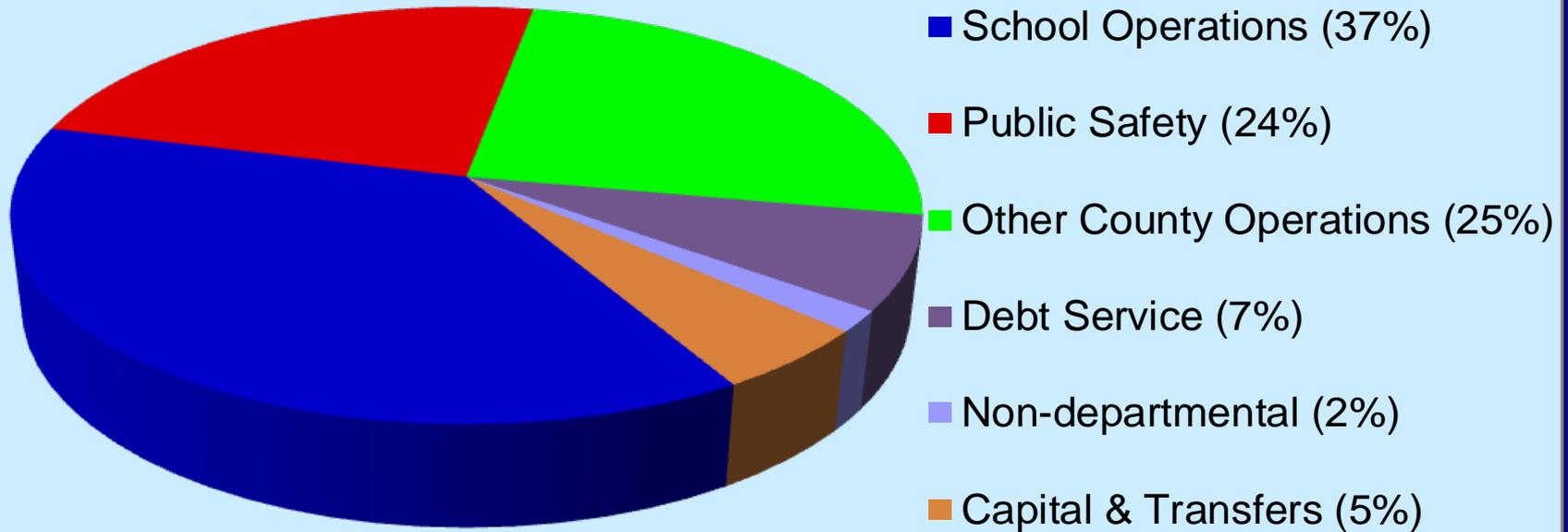


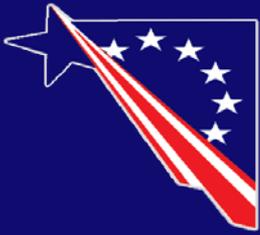
Total General Fund Expenditures by Function (in millions)

	<u>FY2017</u>	<u>FY2018</u>	<u>\$ Change</u>
Administrative Services	\$4.4	\$4.5	\$0.1
Judicial Services	2.7	2.7	-
Public Safety	32.4	33.8	1.4
Management Services	9.3	9.7	.4
Library & Coop. Extension	2.9	2.9	-
Human Services	3.7	3.7	-



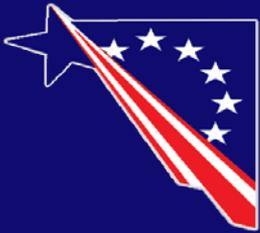
Percentage of General Fund Expenditures by Function (in millions)





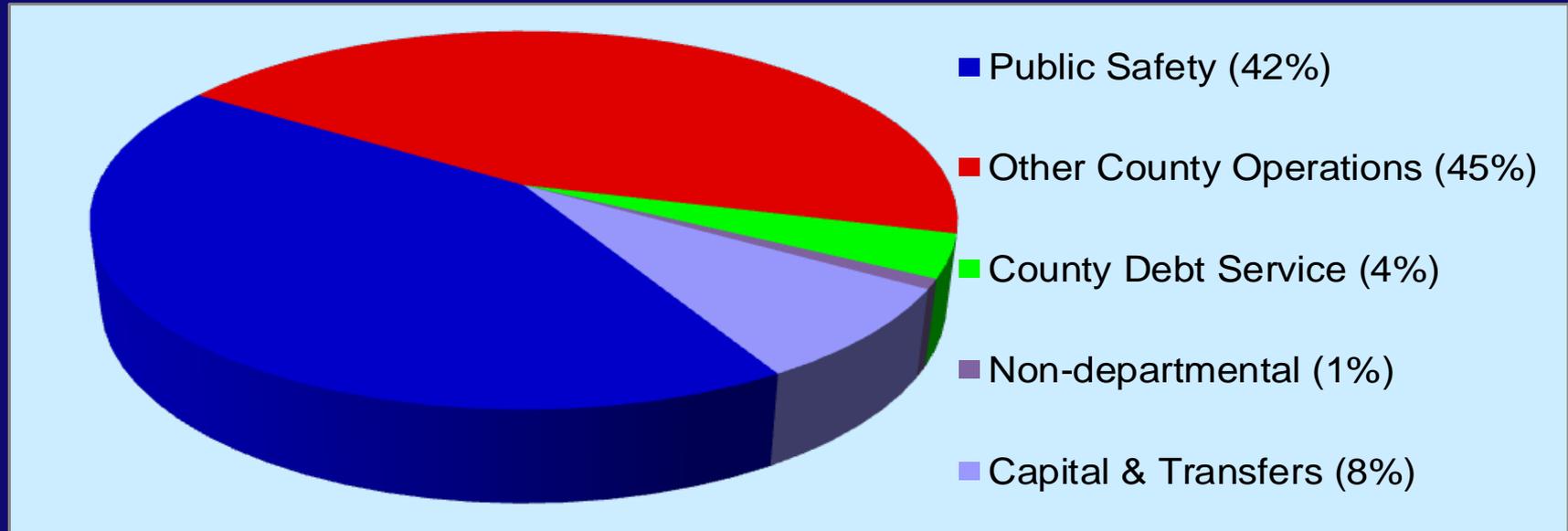
FY2018 Proposed Budget County Operations

(Excludes Schools Operations and Debt Service)

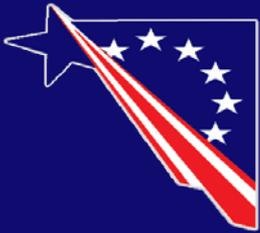


Percentage of General Fund Expenditures by Function (in millions)

Excludes Schools Operations and Debt Service



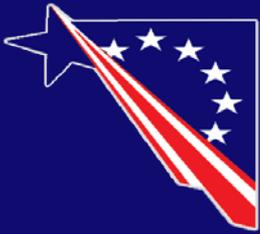
Proposed Salary Increases have been Allocated from Non-departmental



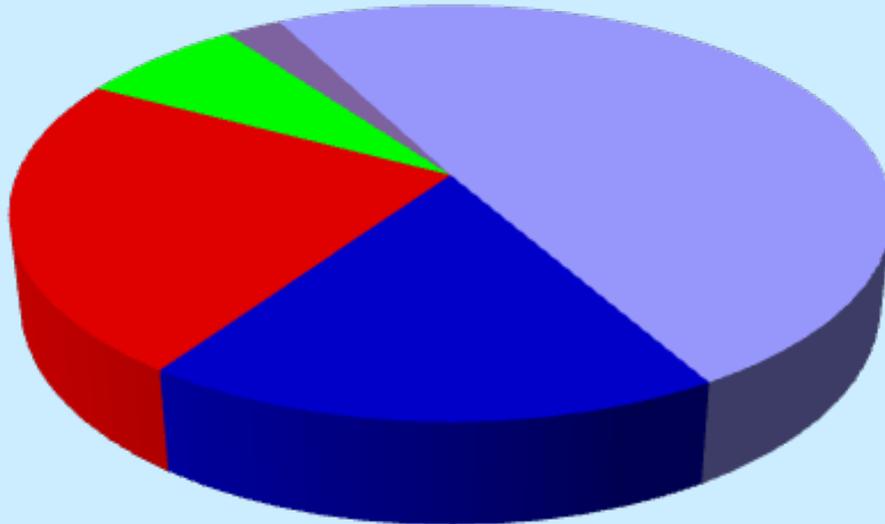
FY2018 Emphasis on Public Safety Compensation and Position Increases

	Public Safety*	Other Departments
Salary Increase (\$1,500)	\$ 543,000	\$ 667,000
Compression	234,000	222,000
Grant - Match - Fire & Life Safety	150,000	----
Positions	320,000	110,000
VRS Enhancement	<u>357,000</u>	<u>----</u>
Total	<u>\$ 1,604,000</u>	<u>\$999,000</u>
% of Total Increase	62%	38%

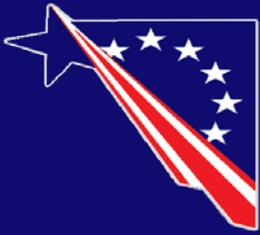
*Commonwealth Attorney's Office is Included as Public Safety for this Comparison



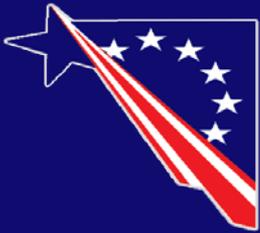
Percentage of General Fund Full-Time Equivalent Positions



- Sheriff's Office (18%)
- Fire & Life Safety (23%)
- Emergency Communications (7%)
- Commonwealth's Attorney (2%)
- Other Departments (50%)



FY2018 Proposed Budget County Capital Improvement Plan (Emphasis on Public Safety)



Historical Funding

Fiscal Year	Schools	County
2008	5,359,700	10,425,045
2009	3,626,000	5,199,010
2010	6,232,000	614,480
2011	3,600,000	1,542,873
2012	5,434,882	1,543,560
2013	3,653,000	2,164,225
2014	5,829,000	4,344,700
2015	12,780,000	4,057,500
2016	8,889,000	5,052,504
2017	9,000,000	6,575,000
TOTAL	64,403,582	41,518,897
10-Year Average	6.4M	4.2M

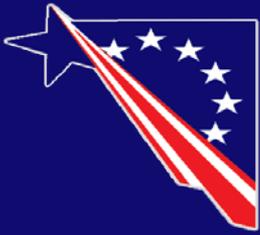
\$4.9 M

\$3.7 M

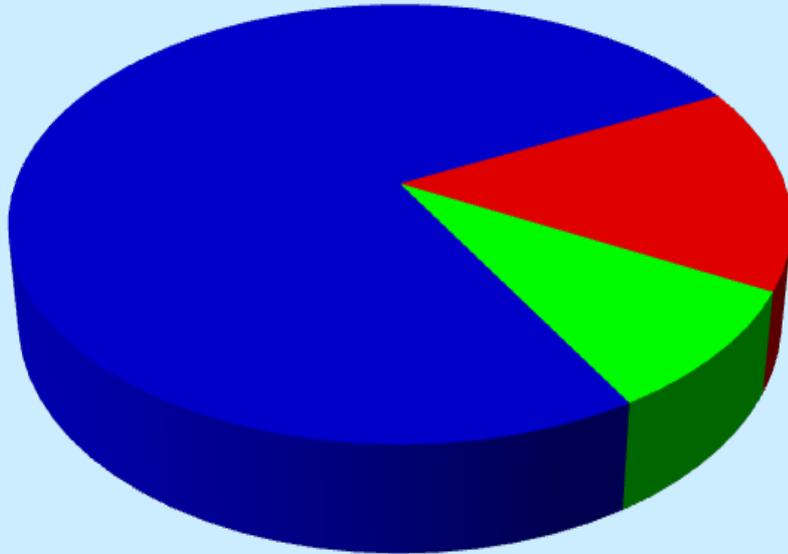
\$10.2 M

\$5.2 M

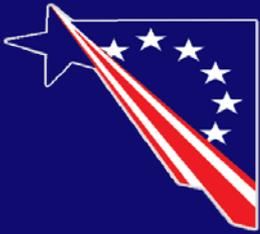
Excludes projects funded by internal service funds and enterprise funds



Public Safety is Priority for Capital Improvement Plan **Funding – FY18**



- Public Safety (76%)
- Public Works (15%)
- Everything Else (9%)



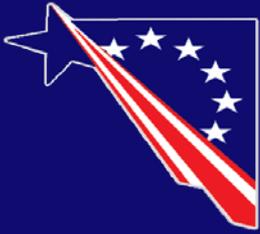
Fiscal Years 2018

Capital Improvements Program

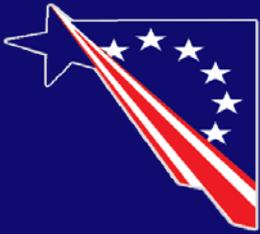
Public Safety – Fire & Life Safety	
Back-up Power – Emergency Shelter and Disaster Support	125,000
Fire Apparatus Replacement	1,500,000
Grafton Fire Station Replacement	4,175,000
Mobile Data Terminals (MDT)	225,000
Biomedical Equipment	112,000

Public Safety – Emergency Communications / Radio Maintenance	
Regional Radio System	500,000
County Fire Alarm System	75,000
County Security Alarm System	100,000

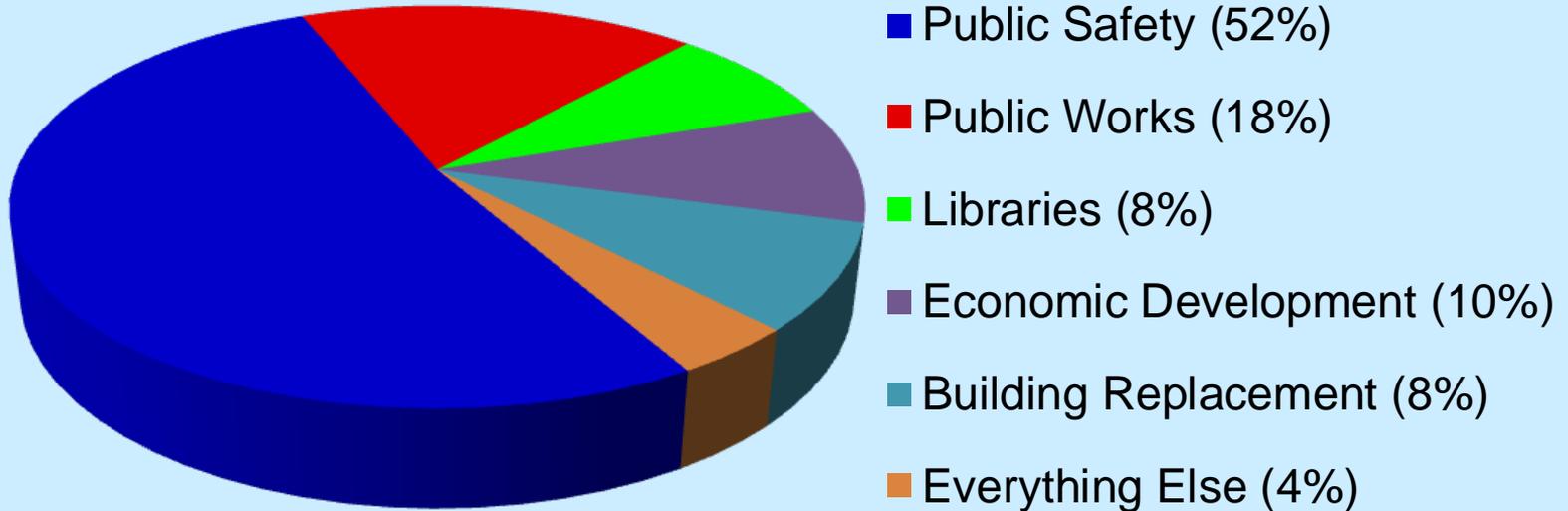
Public Safety = \$6,812,000 (76%)

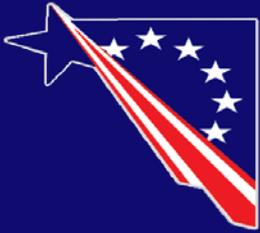


Long-Term Focus on Public Safety
FY2018-FY2023 Proposed
County Capital Improvement Plan



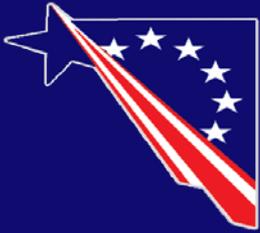
Public Safety is Priority for Capital Improvement Plan (FY18- FY23)





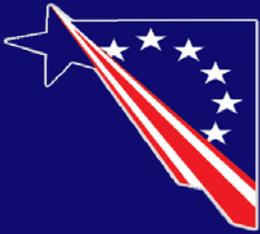
FY2018 Budget – Public Safety

April 4, 2017



FY2018 CIP Review

April 4, 2017



Capital Improvements Program

Fiscal Years 2018-2023

Proposed





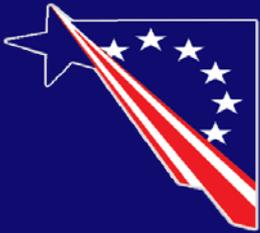
Categories

General Fund Projects

- Administrative/Management/
Education & Education Services
- Public Safety – Sheriff's Office
- Public Safety – Fire & Life Safety
- Public Safety – Communications
- Public Works
- Community Services

Other Funds

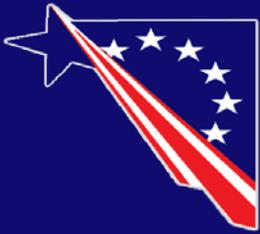
- Vehicle Maintenance
- Stormwater / Drainage
- Solid Waste Management
- Sewer Extensions / Rehabs



Fiscal Years 2018 – 2023

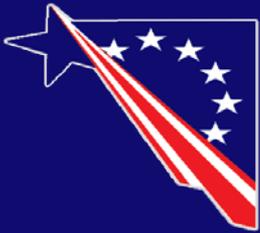
Proposed Capital Improvements Program SUMMARY

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	Total Programmed	Total Requested
COUNTY	8,917,000	6,376,000	9,590,000	6,685,000	9,235,000	10,023,000	50,826,000	102,768,190
Last Year's CIP	10,884,000	5,256,000	8,807,000	5,070,000	11,235,000	--	47,827,000	--
SCHOOLS	9,000,000	17,500,000	15,000,000	9,000,000	7,500,000	9,650,000	67,650,000	67,650,000
Last Year's CIP	15,000,000	17,500,000	9,000,000	9,000,000	7,500,000	--	67,000,000	--
TOTAL	17,917,000	23,876,000	24,590,000	15,685,000	16,735,000	19,673,000	118,476,000	170,418,190



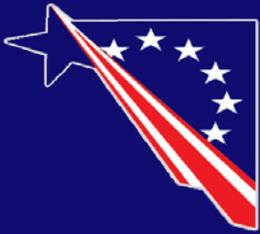
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Administrative Services						
Video Services Studio / York Hall Equipment Replacements	-	120,000	80,000	150,000	200,000	-
Building Replacement (Study, Renovations, Building(s))	-	-	1,000,000	1,000,000	300,000	2,000,000
Voting Machines Replacement	-	-	-	-	-	375,000
Management Services						
Highway and Other Transportation Improvements	-	500,000	-	500,000	-	-
Financial Software Replacement	-	800,000	200,000	-	-	-
General Economic Development Activities	250,000	500,000	500,000	500,000	500,000	500,000
Education and Education Services						
Yorktown Library Expansion	150,000	-	3,900,000	-	-	-



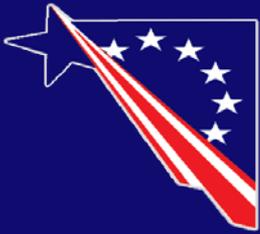
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Public Safety – Sheriff’s Office						
York-Poquoson Courthouse X-ray Machine Replacement	-	-	-	-	55,000	-
Sheriff’s Mobile Data Terminals	-	900,000	-	-	-	-
Emergency Response Team Equipment Replacement	-	-	30,000	-	-	-
Automated External Defibrillator (AED) Replacement	-	-	-	-	115,000	-
Mobile Command Center Replacement	-	250,000	-	-	-	-



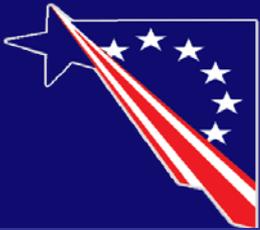
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Public Safety – Fire & Life Safety						
Replacement of Patient Stretchers and Stairchairs	-	-	100,000	100,000	-	-
Back-up Power – Emergency Shelter and Disaster Support	125,000	125,000	125,000	125,000	125,000	125,000
Fire Apparatus Replacement	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
Grafton Fire Station Replacement	4,175,000	-	-	-	-	-
Mobile Data Terminals (MDT)	225,000	-	-	-	-	-
Biomedical Equipment	112,000	112,000	112,000	112,000	112,000	112,000



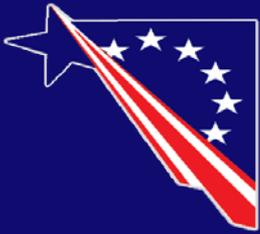
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Public Safety – Emergency Communications / Radio Maintenance						
Regional Radio System	500,000	500,000	500,000	500,000	500,000	-
E-911 Subscriber Mobile and Portable Radio Replacements	-	-	-	4,000,000	3,000,000	-
Nice recorder Replacement	-	-	-	75,000	-	-
CCTV – 911 Center	-	-	10,000	-	-	-
County Fire Alarm System	75,000	68,000	68,000	68,000	68,000	
Dispatch Console Furniture Replacement	-	-	-	-	-	56,000
County Security Alarm System	100,000	-	-	-	-	-



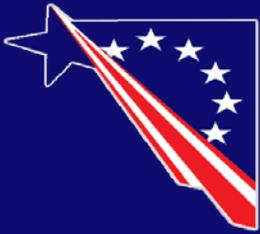
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Public Works						
Yorktown Trolley Replacement	-	-	300,000	-	-	-
Tennis / Basketball Court Repair	-	76,000	-	-	-	-
Roof Repair / Replacement	300,000	-	-	-	-	-
HVAC Replacement	375,000	300,000	500,000	300,000	100,000	250,000
Parking Lot Repair	100,000	100,000	100,000	100,000	100,000	100,000
Building Maintenance / Repair	300,000	300,000	300,000	300,000	325,000	325,000
Disability Compliance	140,000	100,000	40,000	40,000	30,000	30,000
Major Grounds Maintenance / Repair	35,000	45,000	30,000	50,000	50,000	100,000
Grounds Maintenance Machinery & Equipment Replacement	75,000	50,000	50,000	50,000	50,000	50,000
Underground Utilities	-	-	-	1,000,000	1,000,000	1,000,000
Security in Public Buildings	30,000	30,000	30,000	30,000	30,000	-



Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Community Services						
Parks and Recreation Investments	-	-	-	-	-	500,000
National Park Service Picnic Area Improvements	350,000	-	-	-	-	-
Permanent Performance Area – Riverwalk Landing	-	-	125,000	-	-	-
Tourism Information, Dockmaster Office, Restrooms	-	-	-	250,000	-	-



Internal Services Funds and Enterprise Funds Projects

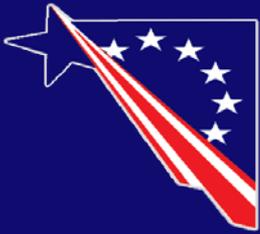
Proposed FY 18 – 23 Program

	2018	2019	2020	2021	2022	2023
VEHICLE MAINTENANCE FUND						
Equipment Upgrades	150,000		100,000			
Fuel Sites Upgrade	1,100,000	550,000	550,000			
SOLID WASTE FUND						
Rear Packer Truck Replacements	230,000					

	2018	2019	2020	2021	2022	2023
STORMWATER FUND						
Tabb Lakes/King's Bottom				100,000	400,000	
Victory Industrial Park/RT 17 Culverts	350,000					
Goodwin Neck/Rosewood	200,000	550,000				
Marlbank Cove Ravine					150,000	500,000
Poquoson River Headwaters	600,000					
Stream Restoration - Larkin Woods				100,000	450,000	
Queens Lake - Ravines						150,000
Siege Lane - Prevention of Flooding	100,000	50,000	150,000			
Middlewood Lane					400,000	
Equipment Replacement	80,000	120,000	120,000	55,000		
Brightwood Stream Restoration			150,000	600,000		
Charles Brown Park Stream Restoration	150,000	600,000				
NNWW – Lackey BMP (stormwater pond)			200,000			
Panther Paw Stream Restoration				100,000	400,000	
Edgehill – Upstream Restoration					300,000	

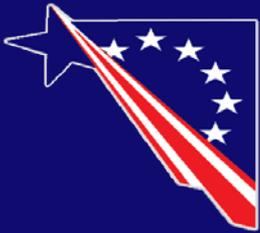
	2018	2019	2020	2021	2022	2023
SEWER FUND						
Allen's Mill Area		500,000	3,200,000			
National Lane Area	100,000	550,000				
Dare/Jethro Lane Area		450,000				
Kentucky Farms Area		400,000	2,600,000			
Sinclair Drive Area	800,000					
Schenck Estates Area					700,000	5,000,000
Big Bethel Area				800,000	2,500,000	
Whites Road / Faulkner Drive						500,000
Payne's Road		275,000				
Sewer Line Rehabilitation	500,000	1,700,000	1,800,000	1,800,000	2,000,000	2,000,000
Pump Station Rehabilitation	300,000	700,000	700,000	700,000	700,000	800,000
SCADA Automated Control Monitoring System Replacement			2,000,000			
Excavator Replacement		250,000				
Tandem Dump Truck Replacement		250,000				
Emergency Generator Replacement	125,000	125,000	125,000	125,000	150,000	150,000
Backhoe Replacement			100,000			
Utilities Building - Goodwin Neck Road Ops Center			500,000	4,000,000		

School Capital Projects – FY 2018	FY 2018
Coventry Elementary – Windows & security vestibule	375,000
Coventry Elementary – Metal roof replacement	1,200,000
Coventry Elementary – Replace HVAC in classroom additions	700,000
Dare Elementary – Enclose breezeway	300,000
Dare Elementary – Replace gym floor	70,000
Mount Vernon Elementary – Enclose breezeway	350,000
Mount Vernon Elementary – Repave bus loop and parking lot	130,000
Tabb Elementary – Replace windows and doors	600,000
Tabb Elementary – Metal roof replacement	1,050,000
Grafton High – Replace HVAC	3,500,000
Grafton Complex – Reorient main offices for security	150,000
Grafton Complex – Replace cooling towers	375,000
Temporary – Modular classrooms	200,000
Total School Capital Projects – FY 18	9,000,000



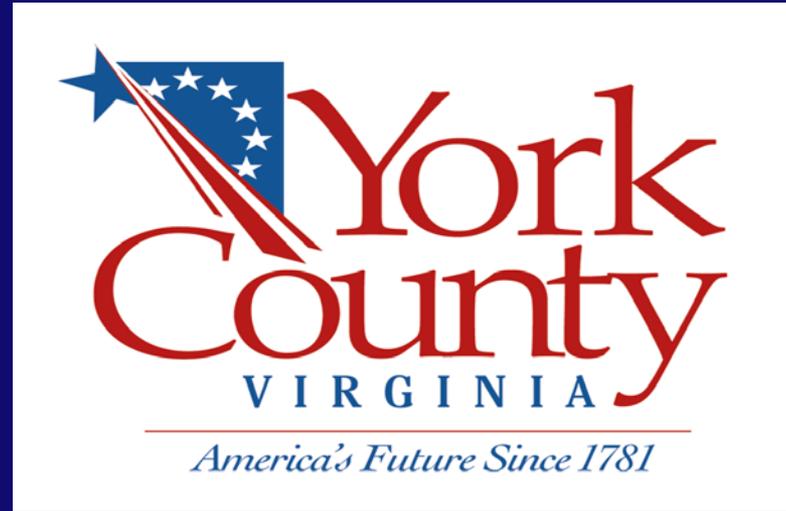
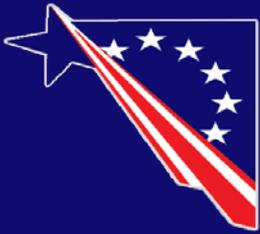
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

Projects in Last Year's CIP but NOT Included	Last Year's Programmed Amount
Replace Direct Charge Sheriff's Vehicles (Asset Forfeitures)	108,000
Crime Prevention Trailer Replacement	21,000
Bypass Road Corridor Fire Station Design	1,200,000
Old Wormley Creek Boat Landing Improvements	100,000
Back Creek Park Boat Landing Improvements	100,000
Smith Landing Boat Launch Dredging	165,000
Yorktown Fishing Pier Improvements	125,000
Athletic Field Synthetic Turf Conversion	800,000



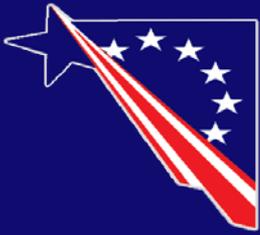
Fiscal Years 2018 – 2023 Capital Improvements Program Proposed

Other Projects Requested But Not Included	Requested Amount
Courthouse Video Security Equipment	300,000
CCTV – Yorktown Waterfront	100,000
KERI Door System	60,000
CCTV – MAC Sports Complex	100,000
9-1-1 Telephone System Replacement	1,100,000
Wayfinding Signs Replacement	300,000
Dirt Street Improvement Program	190,000
Passenger Shuttle Bus (PRT Programs)	100,000
New Quarter Park Kayak / Canoe Launching Facility	342,500

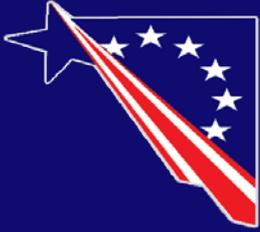


FY2018 CIP Review

April 4, 2017

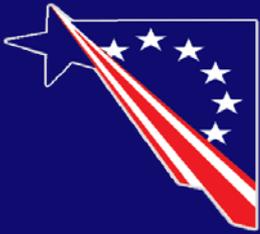


Board's Comments and Suggestions On the FY2018 Budget



FY2018

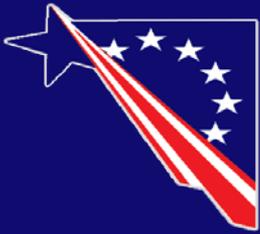
Budget Adjustments



Adjustments to County Administrator's FY18 Proposed Budget

EXPENDITURE ADJUSTMENTS

1	Increase Contribution to Colonial Community Corrections	\$ 6,500
2	Decrease Contribution to Regional Jail	(29,000)
3	Increase Contribution to CIP	<u>22,500</u>
	Total Expenditure Change	\$ 0



Citizen Input

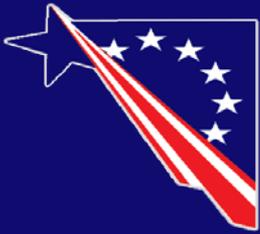
Welcome and Encouraged

Email Comments

bos@yorkcounty.gov

Call In Line

757-890-3220



Upcoming Budget Dates

April 18

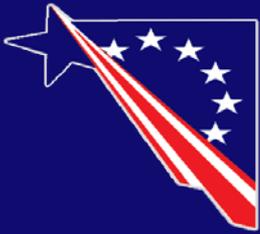
Public Hearing

York Hall, Board Room 7:00 pm

May 2

Scheduled Adoption

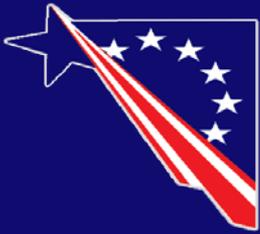
York Hall, East Room 6:00 pm



For More Information

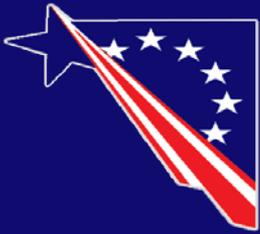
Visit:

www.yorkcounty.gov



FY2018 Budget Work Session

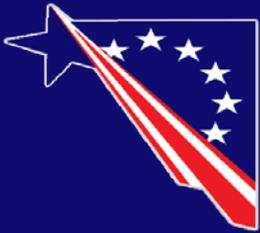
April 4, 2017



Regional & Community Support

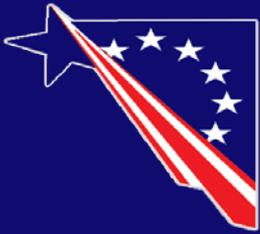
March 7, 2017





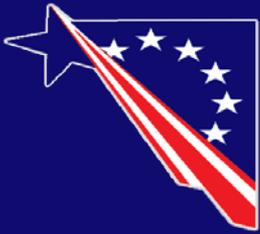
Regional & Community Funding Categories

Category	Range from Required to Discretionary
State Code	Required
Contractual	Established by Agreement
Partnerships, Commitments and Pledges	Services and programs to benefit County citizens and the business community; some formula-based
Tourism Related	Some mandated / some discretionary, all w/ objective of tourism promotion
Community Services	Discretionary – Services to improve citizens' welfare and/or quality of life



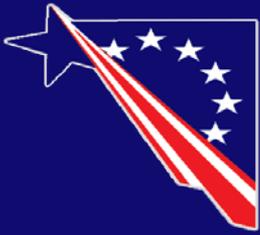
Required by State Code

	FY2017 Adopted	FY2018 Requested	FY2018 Recommended
Colonial Community Corrections – Community Criminal Justice Board	\$ 48,509	\$ 55,091	\$ 48,509
York Poquoson Social Services:			
❖ Comprehensive Services Act	294,400		383,280
❖ Local Match - Programs /Operations	1,876,008	383,280 1,770,100	1,770,100
Sub-total Required	<u>\$ 2,218,917</u>	<u>\$ 2,208,471</u>	<u>\$ 2,201,889</u>



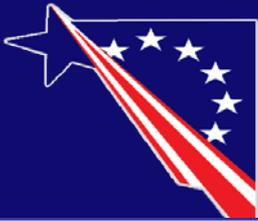
Contractual (Established by Agreement)

	<u>FY2017 Adopted</u>	<u>FY2018 Requested</u>	<u>FY2018 Recommended</u>
Child Development Resources (First Steps Child Care)	\$ 115,662	\$ 115,662	\$ 115,662
Boys & Girls Club of the Virginia Peninsula (FY 2011 – 2020)	100,000	100,000	100,000
Colonial Group Home Commission	435,428	395,398	395,398
Heritage Humane Society	14,667	20,000	15,000
Middle Peninsula Juvenile Detention Commission Merrimac Center	437,800	500,000	500,000
Peninsula Health District	312,292	392,135	392,135



Contractual (Established by Agreement)

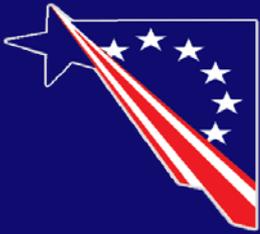
	FY2017 Adopted	FY2018 Requested	FY2018 Recommended
Peninsula Regional Animal Shelter	\$ 263,690	\$207,410	\$ 207,410
VA. Peninsula Mayors & Chairs on Homelessness	14,454	14,454	14,454
VA. Peninsula Regional Jail	2,564,812	2,558,080	2,558,080
Williamsburg Regional Library	581,520	587,224	587,224
YMCA-Upper County (FY08-FY27)	75,000	75,000	75,000
Sub-total Contractual	\$ 4,915,325	\$ 4,965,363	\$ 4,960,363



Tourism Related

(Encourage Visitation in York & Historic Triangle)

	<u>FY2017 Adopted</u>	<u>FY2018 Requested</u>	<u>FY2018 Recommended</u>
Comte de Grasse	\$ 0	\$ 8,000	8,000
Greater Williamsburg Chamber & Tourism Alliance - \$2.00 Occupancy Tax	1,100,000	1,100,000	1,100,000
Greater Williamsburg Chamber & Tourism Alliance	430,000	451,500	438,600
Jamestown-Yorktown Foundation (FY 16 to FY 25)	100,000	100,000	100,000
Watermen's Museum	20,000	30,000	20,000
Williamsburg Area Transit Authority (WATA)	368,975	404,172	381,000
York County Historical Committee	7,500	7,500	7,500
Yorktown Foundation			
❖ Administrative Support	0	5,000	5,000
❖ Celebrate Yorktown/Symphony	5,000	5,000	5,000
❖ Tall Ships Committee	5,000	7,700	5,000
Virginia Air & Space Center	10,000	10,000	10,000
Sub-total Tourism	<u>\$ 2,046,475</u>	<u>\$ 2,128,872</u>	<u>\$ 2,080,100</u>



Regional Partnerships and Commitments—Cont. (Services Benefit Citizens and Businesses)

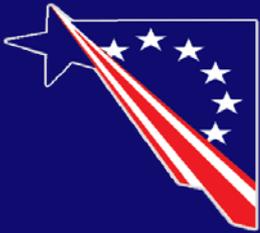
	FY2017 Adopted	FY2018 Requested	FY2018 Recommended
Colonial Behavioral Health	\$ 825,000	\$ 891,000	\$ 825,000
Economic Development Authority	33,000	57,129	33,000
Greater Williamsburg Partnerships	64,026	65,993	65,993
Hampton Roads Military & Federal Facilities Alliance	33,477	34,733	34,733
NASA Aeronautics Support Team (NAST)	24,000	24,000	24,000
Peninsula Council for Workforce Development	28,910	28,910	28,910
Regional Air Service Enhancement Fund (RAISE)	26,186	26,186	0.00
Thomas Nelson Community College	125,359	130,072	130,072
Housing Partnerships Inc. (HPI)	5,000	10,000	7,500
Lackey Free Clinic	11,358	39,656	20,000
Sub-total Regional	<u>\$ 1,176,316</u>	<u>\$ 1,236,924</u>	<u>\$ 1,169,208</u>



Regional Partnerships and Commitments–Cont.

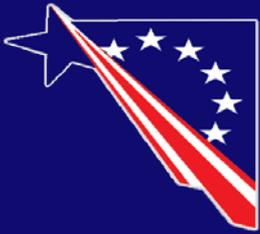
(Services Benefit Citizens and Businesses)

Hampton Roads Planning District Commission	FY2017 Adopted	FY2018 Requested	FY2018 Recommended
❖ HR Clean Community System	\$ 4,401	\$ 3,917	\$ 3,917
❖ Member Contribution	53,917	55,573	55,573
❖ Municipal Construction Standards Committee	2,654	2,654	2,654
❖ Metropolitan Medical Response System (MMRS)	13,479	13,893	13,893
❖ Regional Stormwater Program	11,668	14,196	14,196
❖ Regional Stormwater Legal Support	5,734	5,291	5,291
❖ Wastewater Programs	3,201	3,248	3,248
❖ Special Assessment for UAWG Planner	4,712	3,912	3,912
❖ Regional Water Programs	2,350	2,411	2,411
❖ Sea Level	<u>6,066</u>	<u>4,291</u>	<u>4,291</u>
Subtotal HRPDC	108,182	109,386	109,386



Community Services (Discretionary)

	FY2017 Adopted	FY2018 Requested	FY2018 Recommended
York County Arts Commission	\$ 35,000	\$ 60,000	\$ 40,000
York County Chamber of Commerce	4,800	4,800	4,800
Virginia Peninsula Chamber of Commerce	2,500	2,500	2,500
Williamsburg Area Medical Assistance Corp (Olde Towne)	89,200	91,885	91,885
Community Services Organizations	40,000	40,000	40,000
Sub-total Discretionary	<u>\$ 171,500</u>	<u>\$ 199,185</u>	<u>\$ 179,185</u>



Regional and Community Support Recommended FY2018

CATEGORY	GENERAL FUND	TOURISM FUND	STORM WATER	WATER UTILITY	SEWER UTILITY
REQUIRED	\$2,201,889	\$ 0	\$ 0	\$ 0	\$ 0
CONTRACTUAL	4,960,363	0	0	0	0
REGIONAL COMMITMENTS	1,247,882	0	14,196	6,702	9,814
TOURISM RELATED	90,000	1,990,100	0	0	0
COMMUNITY	<u>179,185</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTALS	\$8,679,319	\$ 1,990,100	\$ 14,196	\$ 6,702	\$ 9,814

GRAND TOTAL ALL FUNDS

\$10,700,131