

PROPOSED FY2019 BUDGET

Work Session

April 3, 2018

Agenda

- **Compensation & Health Care**
- **Budget Variables/Potential Amendments**
- **Revenue and Expenditure Updates**
- **Community Services Grants Advisory Committee Recommendations**
- **Board's Community Services Budget Review**

FY19 Compensation & Health Care Overview

Topics

- **Compensation Overview for FY19**
- **Joint County/School Division Health Care Study**
- **Medical & Dental Insurance**
 - Updates for FY 19
 - Current Plans
 - Cost

Compensation Overview for FY2019

Compensation Overview

FY2019 Compensation Proposal

Effective July 1, 2018

- **2% General Wage Increase (GWI)**
- **\$750 Adjustment to Base Salary
(Annual base salary less than \$100,000)**

Compensation Overview

FY2019 Compensation Proposal

FY2019 Increase		
Base Salary	7/1/2018 (2% + \$750)	Percentage Increase
\$30,000	\$31,350	4.50%
\$50,000	\$51,750	3.50%
\$70,000	\$72,150	3.07%
\$90,000	\$92,550	2.83%

Salary Compression Reviews

March 8, 2018

- Communication sent to Department Directors & Constitutional Officers advising they may submit requests for review of any egregious compression issues

May 15, 2018

- Deadline for requests to be submitted to HR

Late Spring/Early Summer

- Review each request and make determinations

Late Summer/Fall

- Implement

Total Compensation Package

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

Total Compensation Package

(Employee Only)

County's Annual Contribution ¹	
Base Salary²	\$46,000
Medical Benefit	\$7,764
Dental Benefit	\$264
VRS Retirement	\$4,899
Basic Life Insurance	\$603
Short & Long Term Disability	\$271
FICA (Social Security & Medicare)	\$3,519
Total Benefits	\$17,320
Total Compensation	\$63,320
Benefits as a % of Total Compensation	27%

¹Example provided is a Hybrid employee with employee only coverage in both the POS health plan and the 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	\$46,000
Medical Benefit	\$16,608
Dental Benefit	\$696
VRS Retirement	\$4,899
Basic Life Insurance	\$603
Short & Long Term Disability	\$271
FICA (Social Security & Medicare)	\$3,519
Total Benefits	\$26,596
Total Compensation	\$72,596
Benefits as a % of Total Compensation	37%

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

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

Joint Health Care Study York County and York County School Division

Joint Health Care Study

USI Consulting Group Conducting 3 Phase Study

- **Phase 1: Joint Feasibility Study**
- **Phase 2: Competitive Market Study**
- **Phase 3: Negotiation of Final Contractual Elements**

Joint Health Care Study

Phase 1: Joint Feasibility Study (Aug 2017)

- **Plan Design**
- **Purchasing Strategies**
- **Contributions** (by Employer, Employees, Retirees)
- **Renewal Dates**
- **Demographic Analysis**
- **Claims Utilization**

Joint Health Care Study

Phase 2: Competitive Market Study

- **Plan Design Requirements**
- **Financial Data**
- **Review of Proposals**
- **Comparative Analysis**

Joint Health Care Study

Phase 3: Negotiation of Final Contractual Elements

- **Benefit Plan Design**
- **Administrative Process**
- **Determine Rates**

Timeline

Request for Proposal Issued	February 9, 2018
Written Proposals Due	March 9, 2018
Evaluation of Proposals and Selection of Finalists	March – April 2018
Conduct Interviews with Finalists	May 2018
Best & Final Offers	May 2018
Negotiations with Top Finalist(s)	May 2018
Intent to Award	June 2018
Award of Contract	Summer 2018
Implementation of Programs	Fall 2018
Effective Date of New Contract	January 1, 2019

Updates for FY19

- **Change health and dental plan year to calendar year**
 - **Simplifies tracking of deductibles, out-of-pocket maximums, and IRS limits on HSA and FSA contributions**
- **Continue current plan design through December 31, 2018, and current employee premium rates on health and dental through December 31, 2019**
- **Offer two open enrollment periods for employees**
 - **May for August 1 effective date**
 - **October for January 1 effective date**

Health Insurance Plan Options

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

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 and 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.
- 2018 maximum contribution amounts are \$3,450 for an individual and \$6,850 for a family.

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

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.

Medical Plan Designs (In-Network)

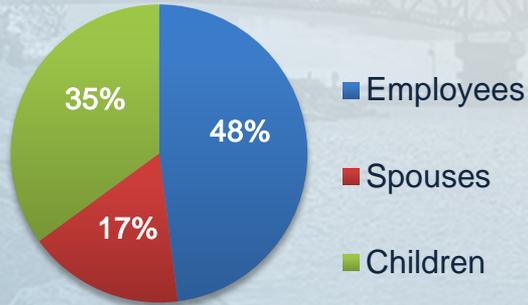
Benefits	Lumenos (CDHP)	HealthKeepers (POS)	Keycare (PPO)
Deductible	\$3,000/\$6,000	\$0/\$0	\$0/\$0
Preventive Exams	\$0	\$0	\$0
Primary Care	0% after deductible	\$15	\$20
Specialist	0% after deductible	\$35	\$40
Emergency Room	0% after deductible	\$200	\$200/20% AC
Outpatient Surgery	0% after deductible	\$150 per visit	\$200/20% AC
Inpatient Care	0% after deductible	\$200 per day/max \$1,000	\$400/20% AC
Out of Pocket Max	\$5,000/\$10,000	\$3,500/\$7,000	\$3,500/\$7,000
Prescription Drugs	\$15/\$30/\$60/\$125 after deductible	\$15/\$30/\$60/\$125	\$15/\$30/\$60/\$125

Current Employee Monthly Rates Comparison

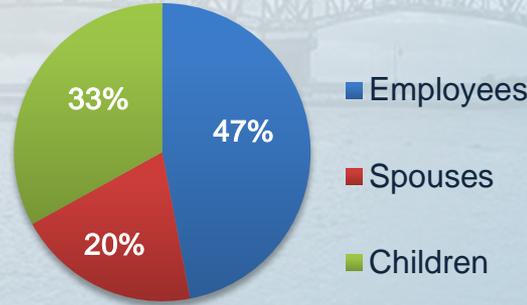
	Lumenos (CDHP)	HealthKeepers (POS)	KeyCare (PPO)
Employee Only	\$0	\$43	\$166
Employee & Child	\$158	\$280	\$460
Employee & Spouse	\$221	\$394	\$642
Employee & Family	\$288	\$515	\$850

Current Participation by Plan

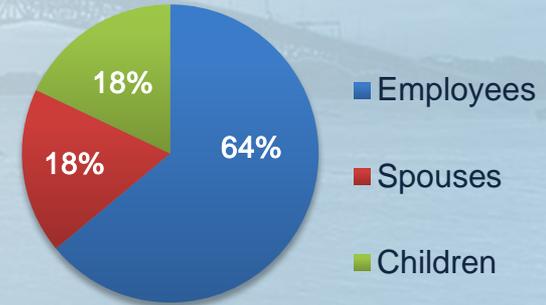
Lumenos CDHP
Enrollment = 84



HealthKeepers POS
Enrollment = 1472



KeyCare PPO
Enrollment = 199



Total Enrollment = 1755 members

Overall Paid Claims

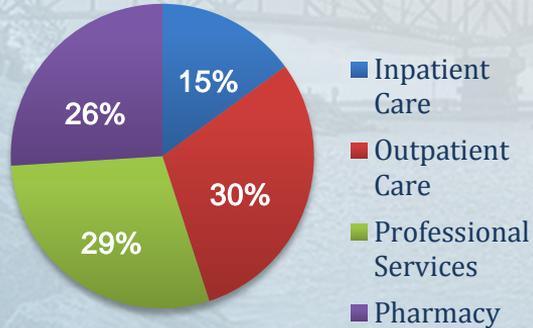
Twelve-Month Period

Plan Name	Total Paid
HealthKeepers POS	\$8M
KeyCare PPO	\$2M
Lumenos	\$150K
Fixed Costs ¹	\$750K

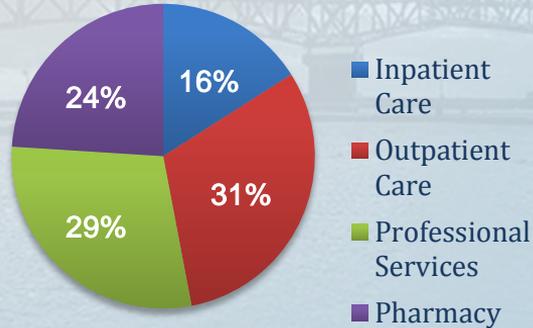
¹Fixed Costs include administrative fees, network access fees, taxes, ACA fees, and reinsurance fees.

Overall Paid Claims

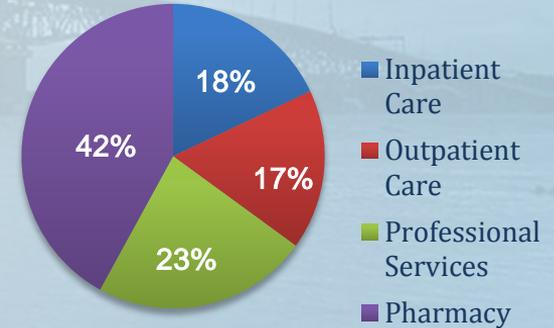
Lumenos CDHP



HealthKeepers POS

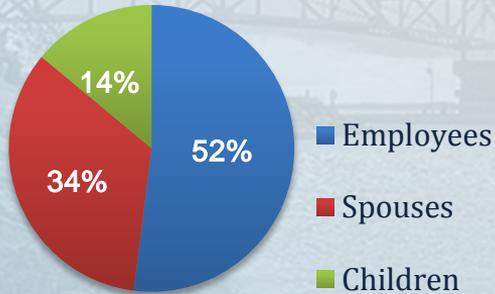


KeyCare PPO

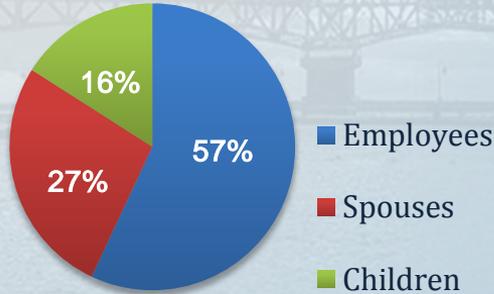


Paid Claims by Member Type

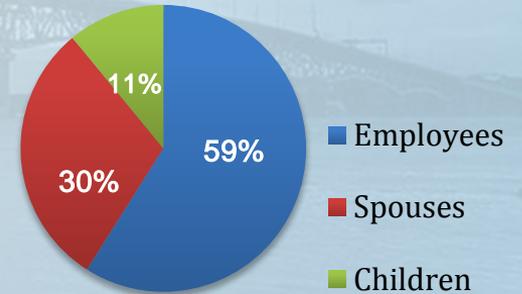
Lumenos CDHP



HealthKeepers POS



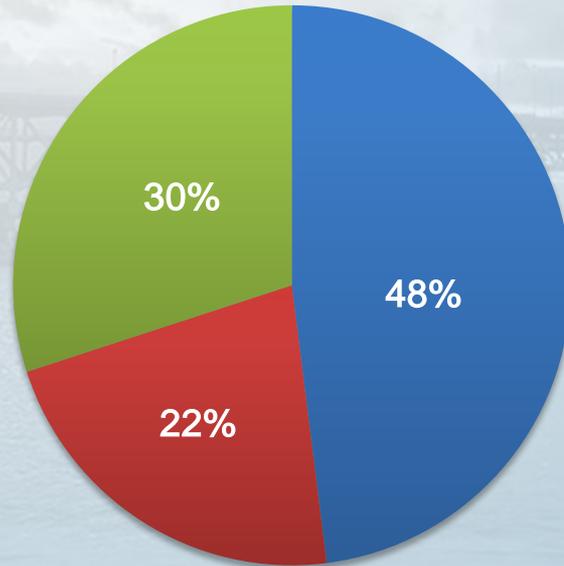
KeyCare PPO



Delta Dental

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

Delta Dental Participation



Enrollment = 2,128

- Employees
- Spouses
- Children

Overall Paid Claims

Twelve-Month Period

Plan Name	Total Paid
Delta Dental	\$550K
Fixed Costs	\$40K

Current Employee Monthly Rates

Coverage Level	Employee Cost
Employee Only	\$9
Employee & Child	\$12
Employee & Spouse	\$14
Employee & Family	\$18

Health/Dental Insurance Fund Reserves

Reserve Balance June 2017	\$1,800,000
Projected Use of Reserve in FY18	(\$500,000)
Increased Funding From Carryover	\$600,000
Favorable Experience Projected to June 2018	\$1,000,000
Projected Reserve Balance June 2018	\$2,900,000
Projected Use of Reserve in FY19	(\$100,000)
Projected Reserve Balance June 2019	\$2,800,000



Questions?

Revenue and Expenditure Updates

Potential Budget Amendments

Not in Budget (Summer 2018)

- Senate Bill 942
- James City County 911 Consolidation

Budget Adjustments To Date

Revenues

Description	Favorable (Unfavorable)
Real Estate*	\$(100,000)
Total Revenues	<u>\$(100,000)</u>

Expenditures

Description	Favorable (Unfavorable)
Regional Jail	\$114,000
Debt Service	(7,000)
TNCC	3,000
Total Expenditures	<u>\$110,000</u>
Net Favorable Change	<u>\$10,000</u>

Potential Adjustments

- **State**
- **Schools Security Review**

The background of the slide is a blue-tinted image. On the left side, there is a tall, ornate stone monument with a statue on top. On the right side, there is a large bridge spanning across a body of water. The text is overlaid on the right side of the image.

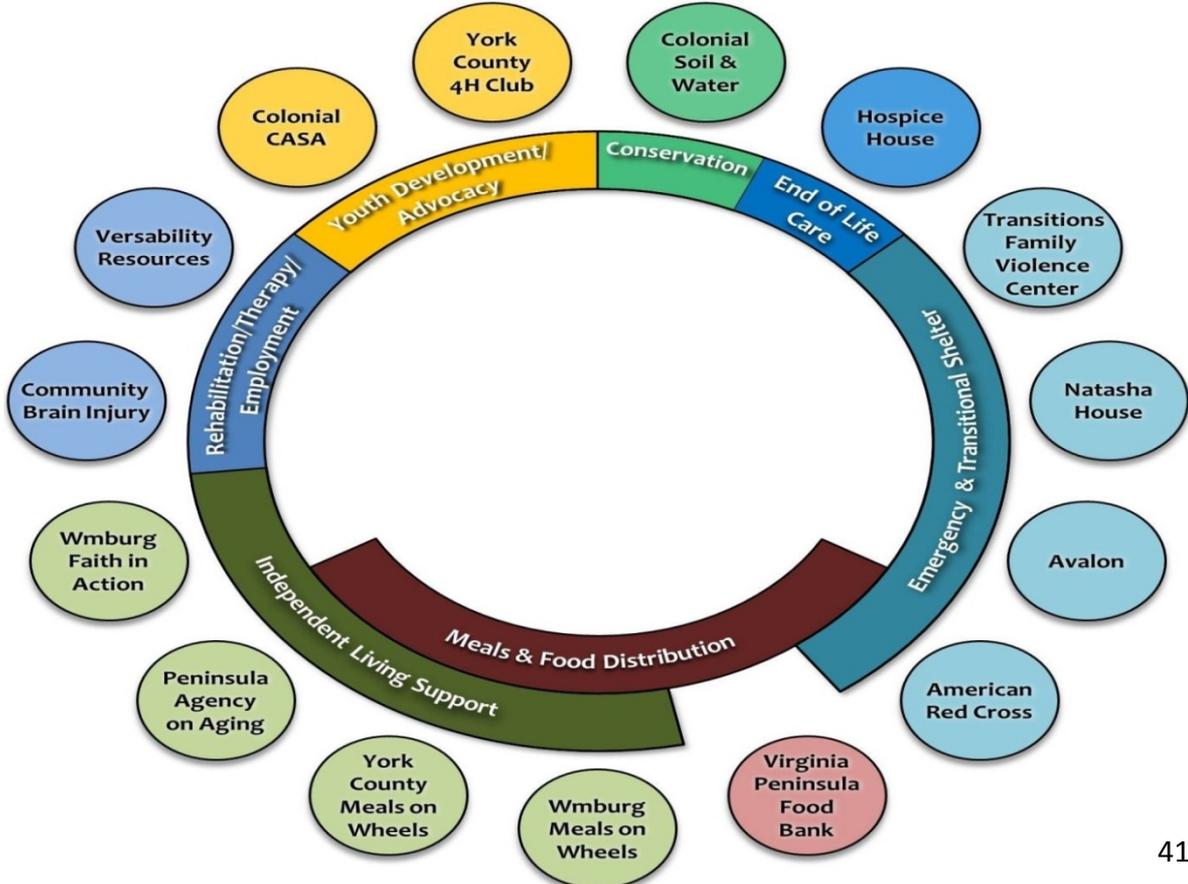
Community Services Grants Advisory Committee Recommendations



Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)

FY-2019 Community Services Grant Applicants





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



American Red Cross

Provide disaster relief and emergency communications, Safety /First Aid Training, and support to Armed Forces members and families.

**FY2018
Adopted
Budget**

\$3,300

**FY2019
Request
Budget**

\$3,300

**FY2019
Recomm
Budget**

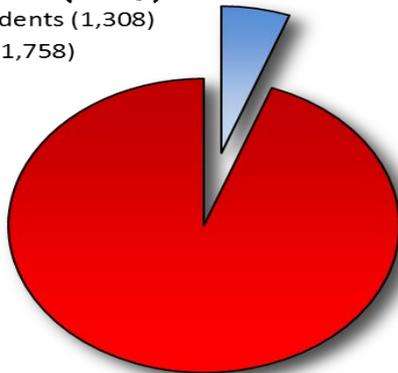
\$3,200

Service Area

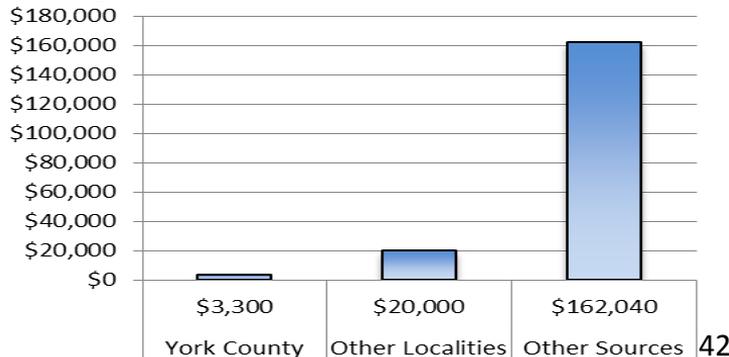


People Served (FY-17)

- York Residents (1,308)
- Others (21,758)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Avalon Center for Women & Children

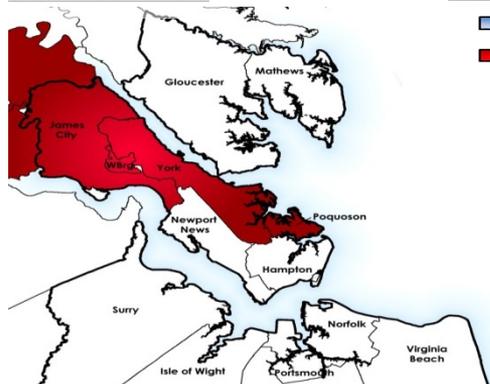
74 Residents received crisis line assistance, emergency shelter services and/or counseling and legal advocacy.

**FY2018
Adopted
Budget**
\$3,500

**FY2019
Request
Budget**
\$4,000

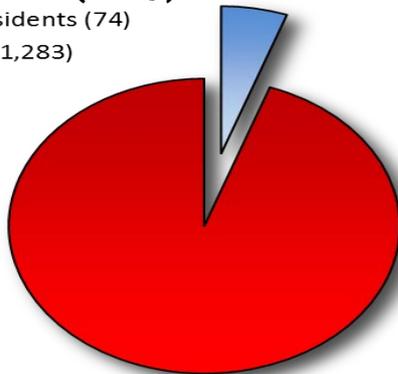
**FY2019
Recomm
Budget**
\$3,700

Service Area



People Served (FY-17)

- York Residents (74)
- Others (1,283)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)

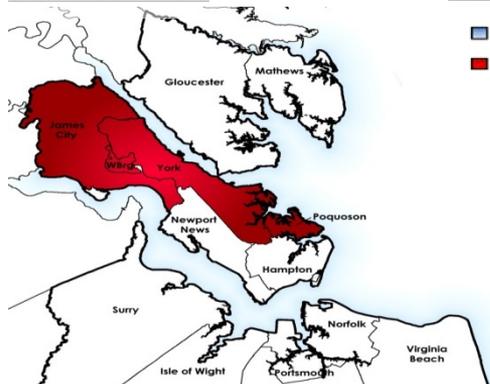


Colonial Court Appointed Special Advocates

Provided courtroom and community advocacy for 10 children in York County.

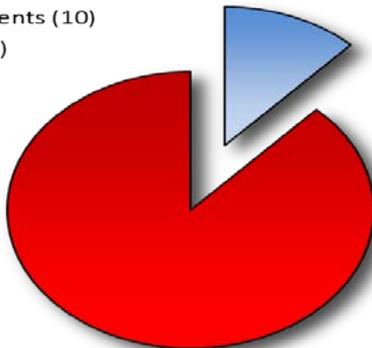
FY2018 Adopted <u>Budget</u>	FY2019 Request <u>Budget</u>	FY2019 Recomm <u>Budget</u>
\$2,700	\$2,700	\$2,400

Service Area

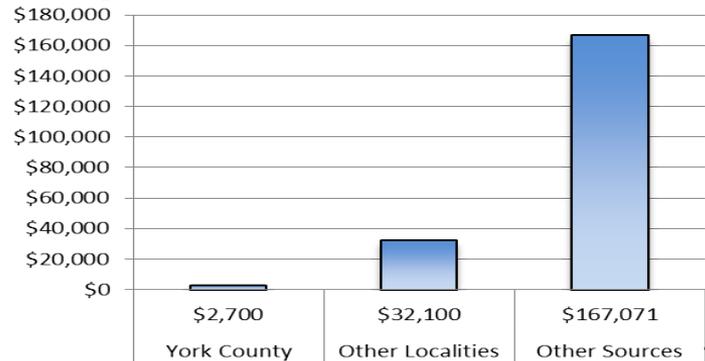


People Served (FY-17)

- York Residents (10)
- Others (73)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Colonial Soil & Water Conservation

District

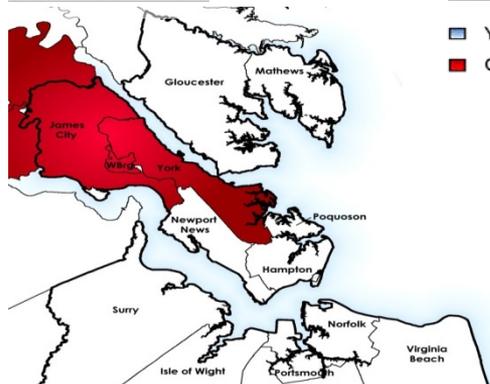
Ineligible because they are not currently a registered 501(c)3 non-profit corporation.

**FY2018
Adopted
Budget**
\$0

**FY2019
Request
Budget**
\$20,800

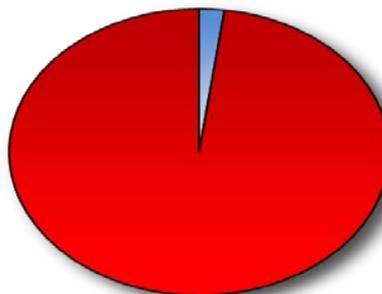
**FY2019
Recomm
Budget**
\$0

Service Area

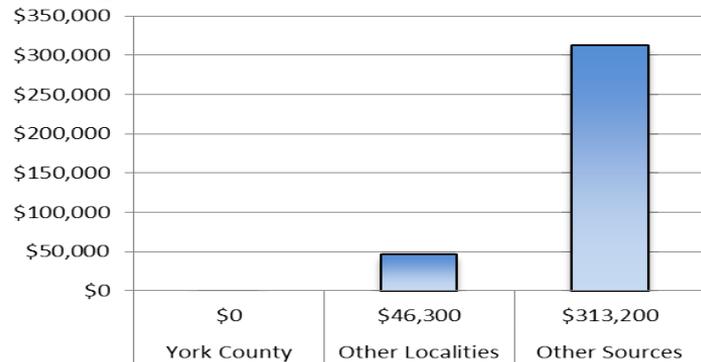


People Served (FY-17)

- York Residents (12)
- Others (548)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



HOSPICE HOUSE
& Support Care of Williamsburg

Hospice House and Support Care of Williamsburg

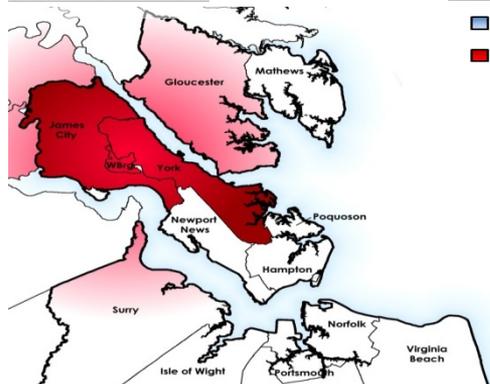
Provided hospice care and bereavement services to 221 residents of York County.

**FY2018
Adopted
Budget
\$2,500**

**FY2019
Request
Budget
\$2,750**

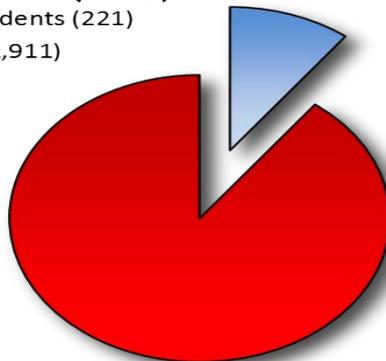
**FY2019
Recomm
Budget
\$2,680**

Service Area

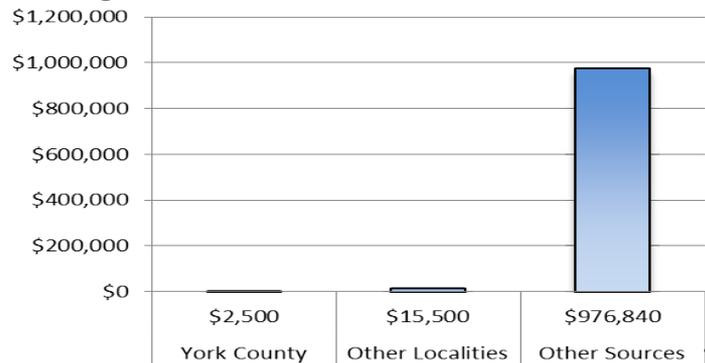


People Served (FY-17)

- York Residents (221)
- Others (1,911)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Natasha House

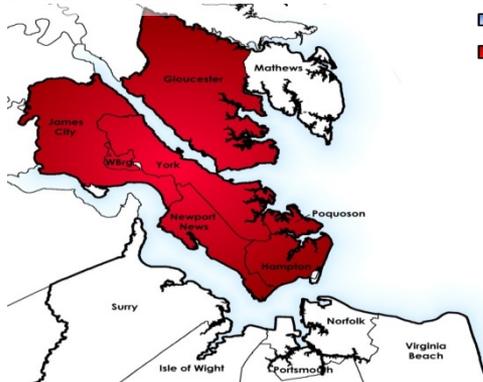
Provided transitional housing, skill workshops, tutoring and/or counseling to 55 residents of York County.

**FY2018
Adopted
Budget
\$3,900**

**FY2019
Request
Budget
\$10,000**

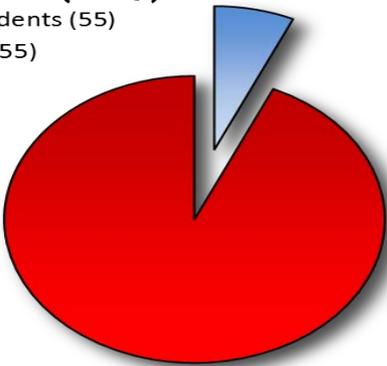
**FY2019
Recomm
Budget
\$4,000**

Service Area

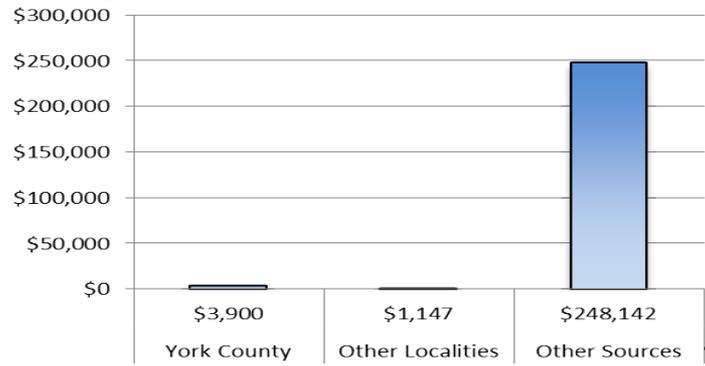


People Served (FY-17)

- York Residents (55)
- Others (755)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Linking Seniors & Services since 1974

Peninsula Agency on Aging

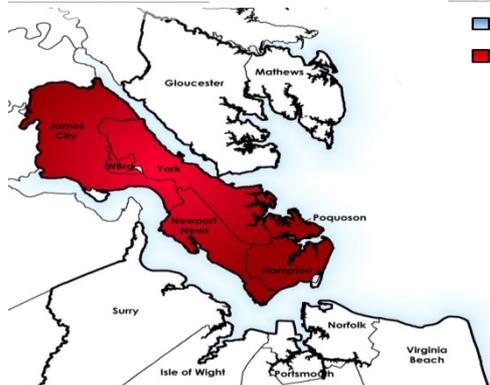
Provided 4,072 meals, 2,912 personal care hours, and 1,233 transportation trips to 209 residents of York County.

**FY2018
Adopted
Budget
\$3,600**

**FY2019
Request
Budget
\$14,900**

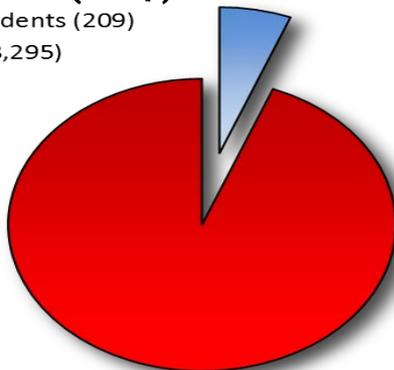
**FY2019
Recomm
Budget
\$4,000**

Service Area



People Served (FY-17)

- York Residents (209)
- Others (3,295)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Community Brain Injury Services

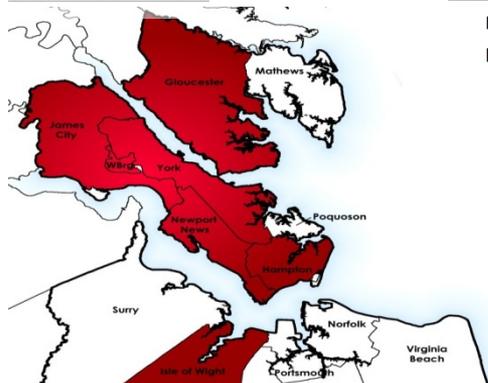
Provided 368 days of intensive services to 4 residents of York County.

**FY2018
Adopted
Budget**
\$1,200

**FY2019
Request
Budget**
\$3,000

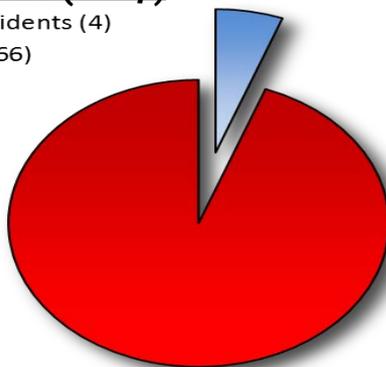
**FY2019
Recomm
Budget**
\$1,150

Service Area

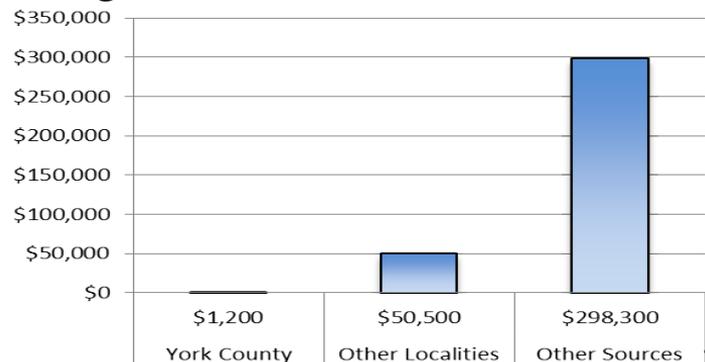


People Served (FY-17)

- York Residents (4)
- Others (66)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Transitions Family Violence Services

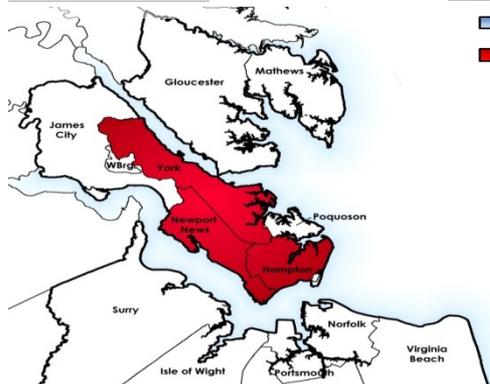
Provided emergency shelter, hotline support and advocacy services to 16 York County residents.

**FY2018
Adopted
Budget**
\$3,700

**FY2019
Request
Budget**
\$10,000

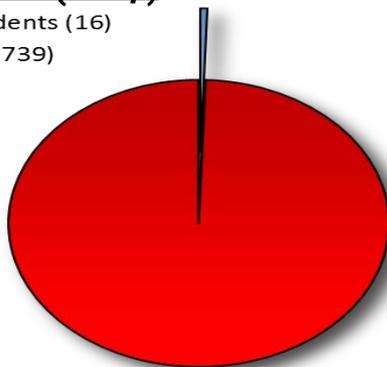
**FY2019
Recomm
Budget**
\$3,660

Service Area

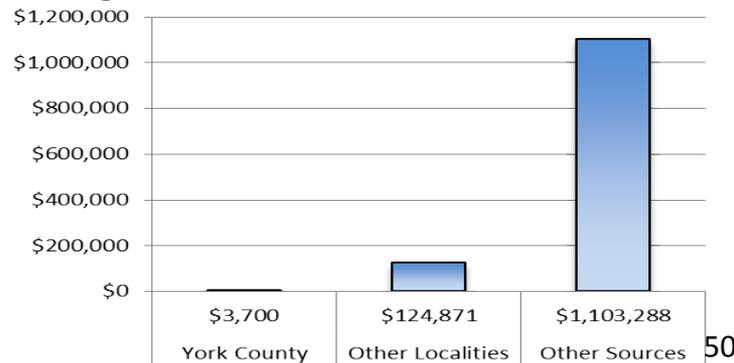


People Served (FY-17)

- York Residents (16)
- Others (2,739)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Versability Resources

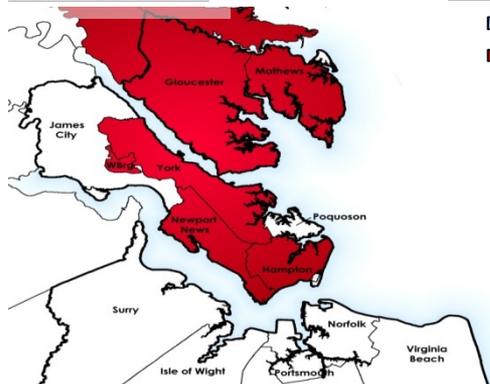
Provided employment services to 8 residents of York County with intellectual and developmental disabilities.

**FY2018
Adopted
Budget**
\$1,700

**FY2019
Request
Budget**
\$2,500

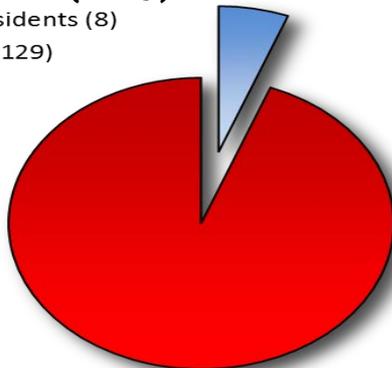
**FY2019
Recomm
Budget**
\$1,880

Service Area

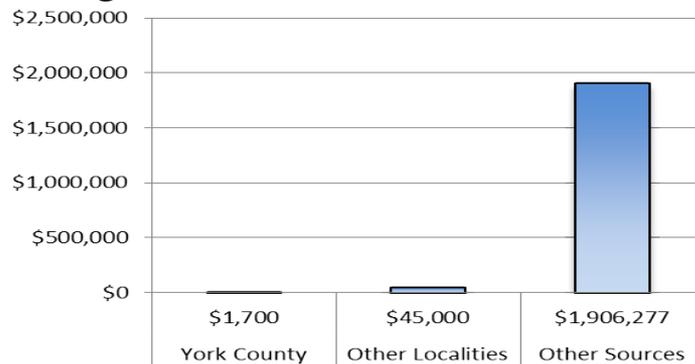


People Served (FY-17)

- York Residents (8)
- Others (129)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Virginia Peninsula Food Bank

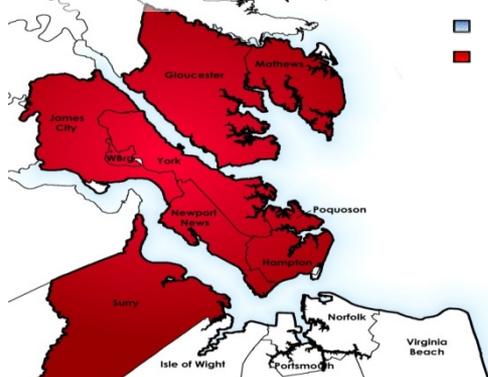
Provided 481,449 meals to 5,450 residents of York County.
(Based on lbs. of food provided)

**FY2018
Adopted
Budget**
\$4,500

**FY2019
Request
Budget**
\$5,000

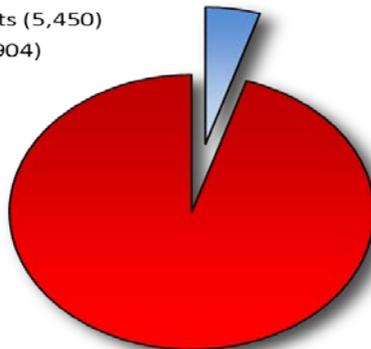
**FY2019
Recomm
Budget**
\$4,800

Service Area

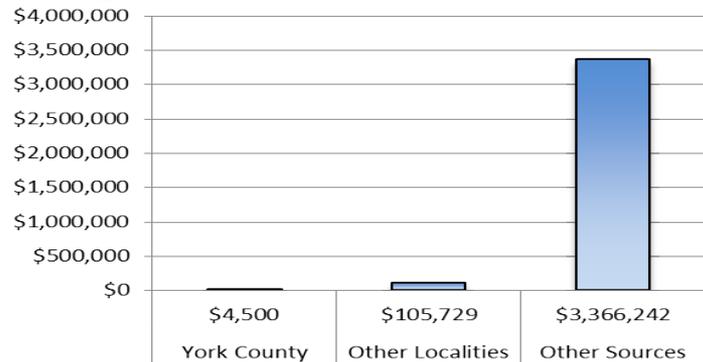


People Served (FY-17)

- York Residents (5,450)
- Others (106,904)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Virginia Cooperative Extension

4-H Program

Provides positive youth development in a prolonged, club atmosphere.

FY2018
Adopted
Budget
\$1,000

FY2019
Request
Budget
\$2,500

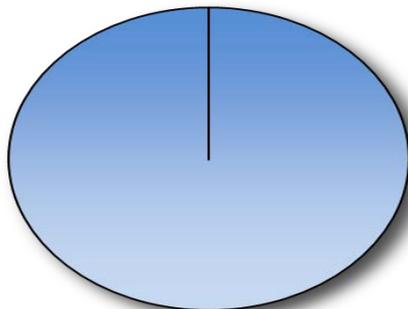
FY2019
Recomm
Budget
\$830

Service Area

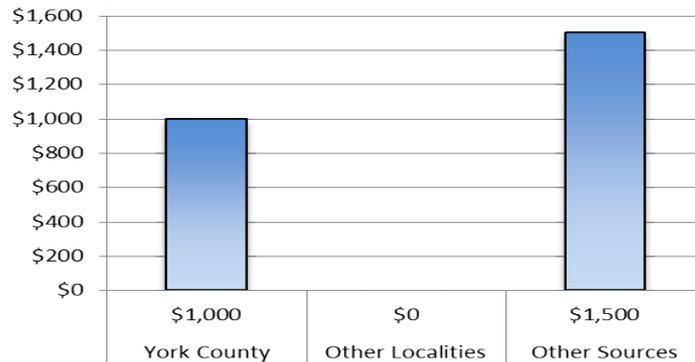


People Served (FY-17)

- York Residents (1,106)
- Others (0)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Williamsburg Area Meals on Wheels

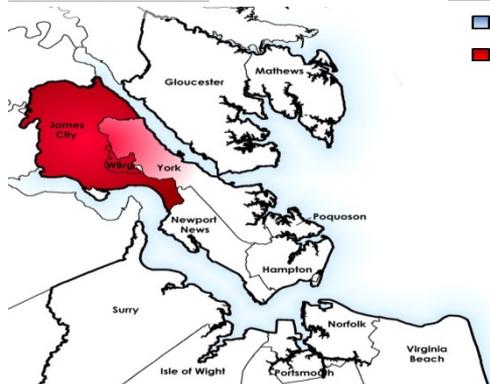
Served 13,000 meals to 108 residents in the Bruton District of York County

**FY2018
Adopted
Budget**
\$2,500

**FY2019
Request
Budget**
\$2,500

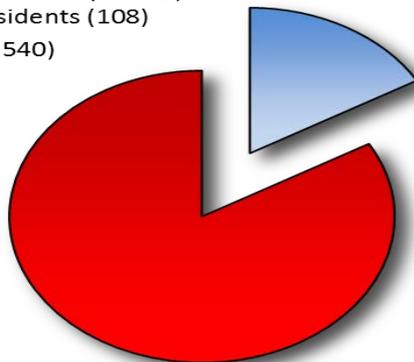
**FY2019
Recomm
Budget**
\$2,500

Service Area



People Served (FY-17)

- York Residents (108)
- Others (540)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



York County Meals on Wheels

Nearly 7,000 meals delivered Monday through Friday to 341 residents of York County.

**FY2018
Adopted
Budget
\$3,500**

**FY2019
Request
Budget
\$3,500**

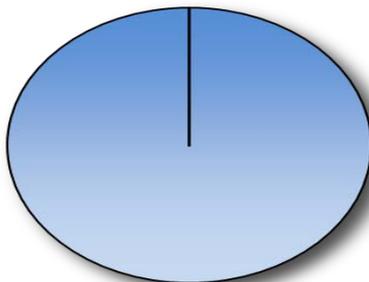
**FY2019
Recomm
Budget
\$3,500**

Service Area



People Served (FY-17)

- York Residents (341)
- Others (0)



Funding Sources





Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)



Williamsburg
FAITH IN ACTION

Williamsburg Faith in Action

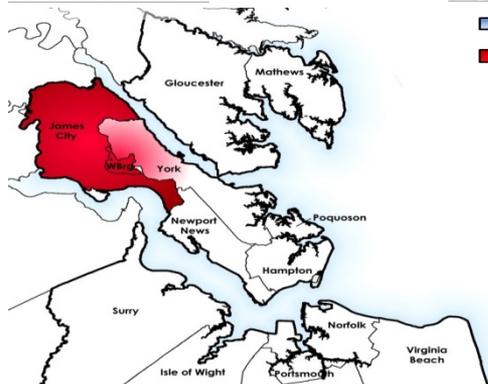
Provided transportation services, visits, well checks, and help with chores to 34 York County residents .

**FY2018
Adopted
Budget**
\$1,400

**FY2019
Request
Budget**
\$5,000

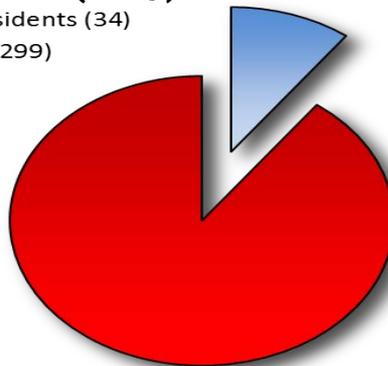
**FY2019
Recomm
Budget**
\$1,700

Service Area



People Served (FY-17)

- York Residents (34)
- Others (299)



Funding Sources





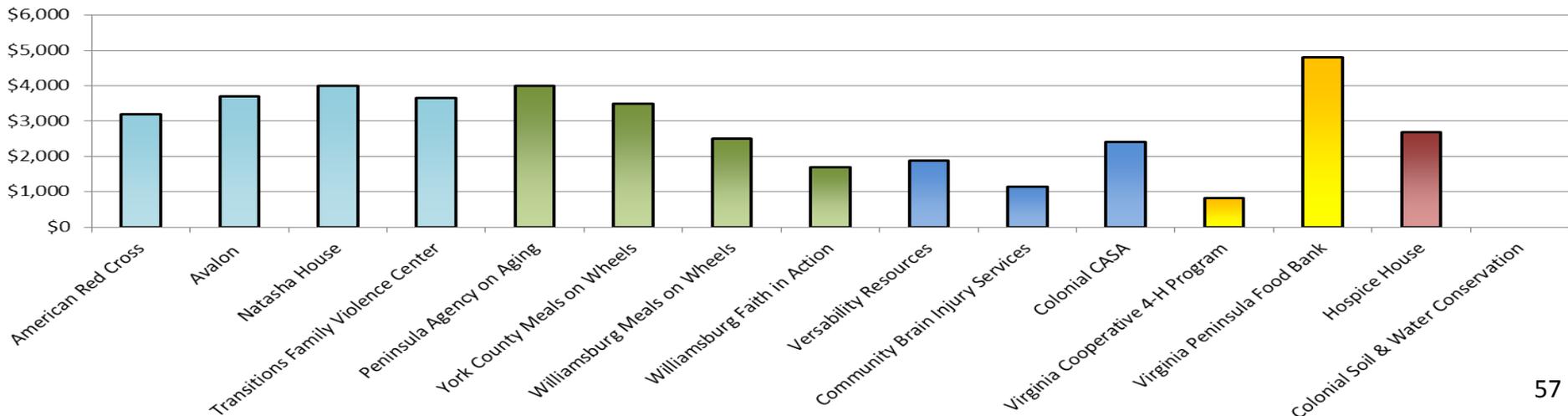
Community Services Grants

(Discretionary-Services to Improve Citizens' Welfare and/or Quality of Life)

SUB-TOTAL Community Services Organizations

FY2018 Adopted <u>Budget</u>	FY2019 Request <u>Budget</u>	FY2019 Recomm <u>Budget</u>
\$40,000	\$92,450	\$40,000

FY-2019 Community Services Grants Recommendations





Review of Proposed Community Support Budget

Regional and Community Support

	FY 2018 Adopted	FY 2019 Requested	FY 2019 Recommended	FY 2019 Proposed Budget	FY 2019 Board
Colonial Community Corrections	55,009	89,504	55,009	55,009	
Heritage Humane Society	15,000	31,428	15,000	15,000	
York County Historical Committee	7,500	7,500	7,500	7,500	
York County Historical Museum	-	5,000	5,000	5,000	
Greater Williamsburg Chamber & Tourism	438,600	450,000	438,600	438,600	
DAR Comte De Grasse Chapter	6,000	8,500	8,500	8,500	
Yorktown Foundation					
Administrative Support	5,000	-	-	-	
Celebrate Yorktown/Symphony	5,000	5,000	5,000	5,000	
Tall Ships Committee	5,000	7,000	5,000	7,000	
Waterman's Museum	20,000	30,000	20,000	30,000	
Lackey Free Clinic	20,000	38,170	20,600	20,600	
Virginia Peninsula Chamber of Commerce	2,500	2,500	2,500	2,500	
Williamsburg Area Medical Assistance Corp (Olde Towne)	91,885	94,642	94,642	94,642	
York County Arts Commission	40,000	60,000	40,000	50,000	
York County Chamber of Commerce	4,800	4,800	4,800	4,800	

Board input

Increased need

Required or Contractual

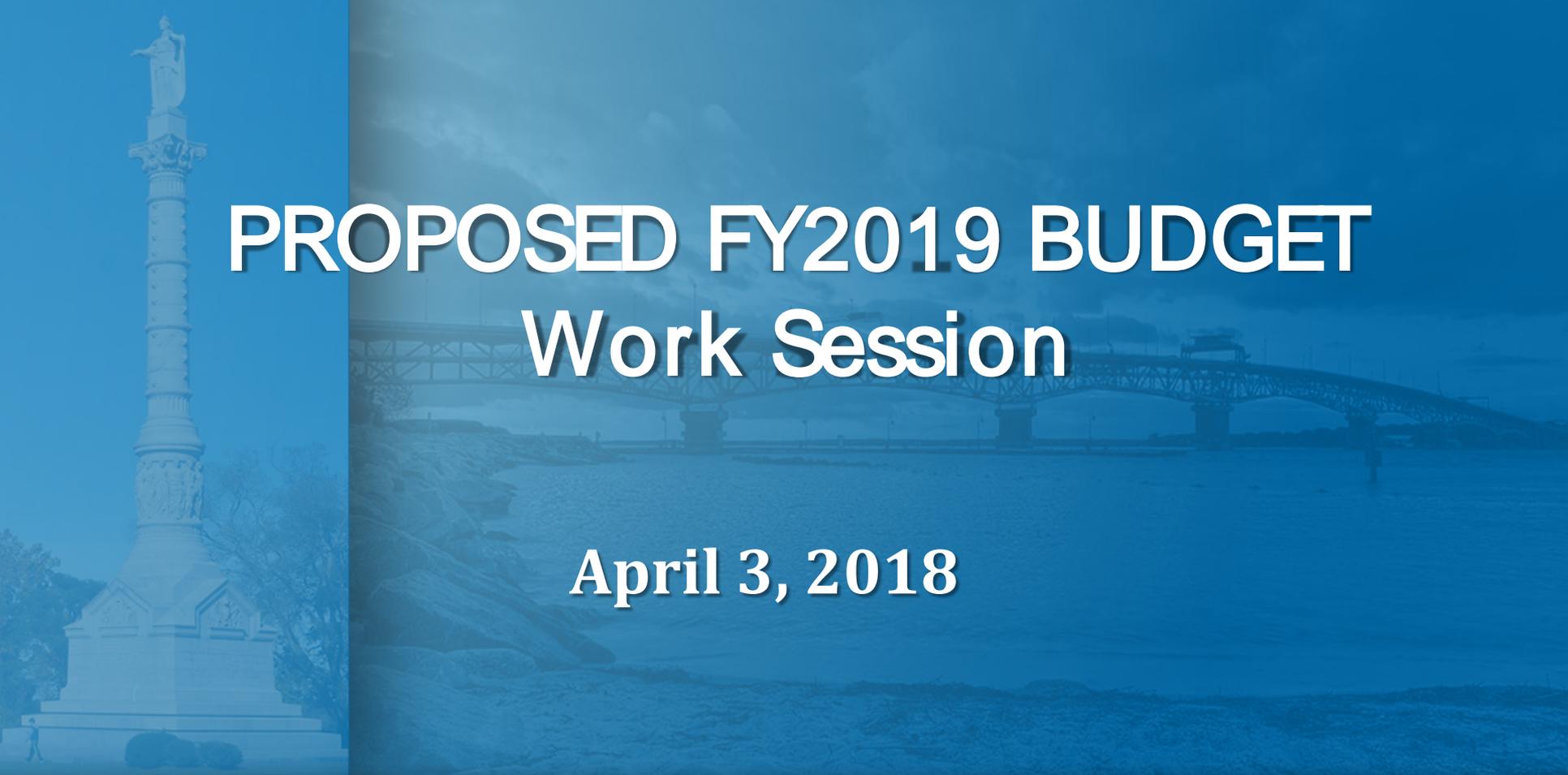
	FY2018 Adopted	FY2019 Requested	FY2019 Recommended	FY2019 Proposed	FY 2019 Board Decision
Colonial Community Corrections – Community Criminal Justice Board	\$55,009	\$89,504	\$55,009	\$55,009	
Heritage Humane Society	15,000	31,428	15,000	15,000	

Tourism Related

	FY2018 Adopted	FY2019 Requested	FY2019 Recommended	FY2019 Proposed	FY 2019 Board Decision
York County Historical Committee	\$7,500	\$7,500	\$7,500	\$7,500	
York County Historical Museum	0	5,000	5,000	5,000	
Greater Williamsburg Chamber & Tourism Alliance	438,600	450,000	438,600	438,600	
DAR Comte De Grasse Chapter	8,000	8,500	8,500	8,500	
Yorktown Foundation					
❖ Administrative Support	5,000	0	0	0	
❖ Celebrate Yorktown/Symphony	5,000	5,000	5,000	5,000	
❖ Tall Ships Committee	5,000	7,000	5,000	7,000	
Watermen's Museum	20,000	30,000	20,000	30,000	

Community Services

	FY2018 Adopted	FY2019 Requested	FY2019 Recommended	FY2019 Proposed	FY 2019 Board Decision
Lackey Free Clinic	\$20,000	\$38,170	\$20,600	\$20,600	
Virginia Peninsula Chamber of Commerce	2,500	2,500	2,500	2,500	
Williamsburg Area Medical Assistance Corp (Olde Towne)	91,885	94,642	94,642	94,642	
York County Arts Commission	40,000	60,000	40,000	50,000	
York County Chamber of Commerce	4,800	4,800	4,800	4,800	



PROPOSED FY2019 BUDGET Work Session

April 3, 2018