

**Program #72020 - Central HR Employee Benefits** 2/20/2019**Department:** County Management **Program Contact:** Travis Graves**Program Offer Type:** Existing Operating Program **Program Offer Stage:** As Requested**Related Programs:****Program Characteristics:** In Target**Executive Summary**

The Employee Benefits Program provides comprehensive health coverage, basic and supplemental life insurance options, Flexible spending accounts for health, dependent/elder care, leave management and short/long term disability benefits for approximately 12,500 eligible individuals, including employees, spouses or domestic partners, dependent children and retirees. The program includes a Wellness component, which promotes and supports a healthier workforce, serving employees and families by providing a wide variety of activities, education and services to promote health and well-being.

**Program Summary**

Internal administration of the Benefit Programs supports the County's unique business, labor and financial requirements, while providing sound fiscal management of the offered plans to obtain the best benefit value for employees and the organization. The highly trained professional staff oversee administration of a complex array of benefit plans ensuring the County remains compliant with labor contracts, federal, state and local laws and mandates.

The Benefits Program consults and coordinates with County employees and departments to ensure timely enrollment in benefit plans, complete accurate payroll deductions, produce user friendly benefit communication/educational materials, and act as an effective liaison between employees and benefit providers to facilitate problem resolution. The program works closely with County labor bargaining units and management to structure benefit components that provide desirable benefit options within budgetary constraints.

Wellness programs can help reduce employee health plan costs and absenteeism, while enhancing employee retention, morale, and productivity. The Employee Wellness Program serves the specific health needs of our employees as documented by health plan claims, population health data, and employee input. The Wellness Program focuses on chronic disease prevention and management through programs and policies that support healthy eating, physical activity, weight control, stress management, resiliency and overall health and well-being. Health plan partnerships and resources supplement program efforts.

**Performance Measures**

Measure Type	Primary Measure	FY18 Actual	FY19 Purchased	FY19 Estimate	FY20 Offer
Output	Medical plan annual member count	12,000	12,500	12,400	12,500
Outcome	Participation in County Wellness Programs	9656	10150	10340	11000
Efficiency	County's annual benefits cost change per employee	7.0%	6.0%	5.0%	6.0%

**Performance Measures Descriptions**

Output: Total number of members enrolled in health plan coverage during the plan year. This includes employees, retirees, COBRA participants and dependents from all. Outcome: This totals the participation across all Wellness offerings in which some report unique participants and others report number of engagements by participants (not unique). Efficiency: Actual and projected changes in annual County benefit costs per employee.

## Legal / Contractual Obligation

County labor contracts contain benefit mandates for active and retired members. Benefits are governed by a variety of federal/state/local laws and agencies, including Internal Revenue Service (IRS), Dept of Labor (DOL), Dept of Health and Human Services (HHS), COBRA, Working Families Tax Relief Act, Older Workers Benefit Protection Act, Genetic Information Nondiscrimination Act (GINA), HIPAA, Patient Protection and Affordable Care Act (PPACA), CHIP, civil rights and EEO laws. Labor contracts require a transit pass be provided by the employer. OAR Chapter 340, Div 242 requires employers provide commute options to achieve and maintain a reduced auto trip rate. To meet this requirement, County assists DEQ with their bi-annual survey determining current commute methods, then follows DEQ approved plan to meet target reductions.

## Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2019	2019	2020	2020
Personnel	\$0	\$3,060,711	\$0	\$3,107,059
Contractual Services	\$0	\$1,389,052	\$0	\$1,371,000
Materials & Supplies	\$0	\$107,248,636	\$0	\$105,486,572
Internal Services	\$0	\$448,005	\$0	\$484,823
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$112,146,404</b>	<b>\$0</b>	<b>\$110,449,454</b>
<b>Program Total:</b>	<b>\$112,146,404</b>		<b>\$110,449,454</b>	
<b>Program FTE</b>	0.00	14.12	0.00	13.12

Program Revenues				
Other / Miscellaneous	\$0	\$112,190,140	\$0	\$110,429,054
Service Charges	\$0	\$20,400	\$0	\$20,400
<b>Total Revenue</b>	<b>\$0</b>	<b>\$112,210,540</b>	<b>\$0</b>	<b>\$110,449,454</b>

## Explanation of Revenues

Sources of revenue are: departmental contributions for health plan coverage (\$87,735,881 actives/\$8,214,861 Retirees), Short and Long Term Disability and Life Insurance (\$3,080,573); benefit administration charge, (\$4,518,174), employee payroll deductions (both pre- and post- tax) for benefit plan participation (\$5,900,000), premium payments from retirees and COBRA participants (\$5,108,139), and operational refunds/forfeitures/rebates/performance guarantee penalties from vendors (\$400,000).

## Significant Program Changes

**Last Year this program was:** FY 2019: 72020-19 Central HR Employee Benefits

Due to operational efficiencies in Workday, the Office Assistant Sr. (703958 1.0 FTE, vacant) is being eliminated.