



Program #72020 - Central HR Employee Benefits & Wellness FY 2024 Proposed

Department: County Management **Program Contact:** Travis Brown
Program Offer Type: Existing **Program Offer Stage:** Proposed
Related Programs:
Program Characteristics:

Executive Summary

The County’s Benefit programs provide comprehensive health and financial security options to help over 13,000 employees, retirees and their families to ensure their needs are covered. Health programs focus on prevention and managing chronic conditions. Work is ongoing to promote greater health equity. Our health vendors have been asked to increase access to more diverse providers within their provider panels and some improvements have been made. The Wellness Program promotes and supports holistic workforce well-being across seven dimensions of wellness. It serves employees and families through programming, services, and practices, aligned with Central HR’s priorities, that center equity and investment in employee well-being and experience, and workplace culture.

Program Description

By internally administering the County’s health and welfare programs, the department can best support our populations’ unique business, labor and financial requirements. The team monitors transactions and contractual arrangements carefully to provide sound fiscal management in coordination with DCM Business Services and Financial partners.

The Benefits team administers a complex array of plans while ensuring compliance with labor contracts, federal, state and local laws and mandates. Coverages include a variety of comprehensive health coverage options, a VEBA health reimbursement account, basic and supplemental life insurance, flexible spending accounts for health, dependent/elder care and transit, leave management, and short/long term disability benefits. These programs help provide employees with peace of mind by supplying the resources to protect their financial security and physical and mental health and well-being. Participants include over 12,000 employees, spouses or domestic partners, dependent children and retirees. The team also consults and coordinates with County employees and departments to ensure timely enrollment in benefit plans, accurate payroll deductions, and user-friendly benefit communication/educational materials. Member advocacy is available through Benefits to assist plan participants and facilitate problem resolution. Prospective retirees are counseled to understand their County-provided options during their pre-retirement planning process. The program works closely with County labor unions and management to structure benefit components that provide desirable, affordable and sustainable benefit options within budgetary constraints.

Wellness programs can help reduce employee health plan costs and absenteeism, while enhancing employee recruitment, retention, morale, and productivity. The Employee Wellness Program adapts to serve the most relevant and emerging wellness needs of our employees as identified by population health data, employee feedback, and in response to Countywide equity efforts. Programming and policies focus on a holistic approach to well-being across multiple dimensions of wellness including physical, emotional, intellectual, financial, social, environmental, and a sense of purpose.

Performance Measures

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Medical plan annual member count.	12,835	12,500	12,872	13,100
Outcome	Participation in county wellness programs.	13,962	7,000	13,000	13,000
Efficiency	County's annual benefits cost change per employee.	5.75%	5%	6%	5.1%

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 have benefit mandates for active and retired members. Benefits are governed by Federal/State/local laws and agencies, including the 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, PPACA, CHIP, civil rights and EEO laws. Labor contracts require a transit pass be provided, so the county follows OAR Chapter 340, Div 242 that requires employers provide commute options to achieve and maintain a reduced auto trip rate.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2023	2023	2024	2024
Personnel	\$0	\$3,321,205	\$0	\$3,684,582
Contractual Services	\$0	\$1,808,770	\$0	\$2,109,749
Materials & Supplies	\$0	\$146,506,902	\$0	\$148,968,250
Internal Services	\$0	\$372,527	\$0	\$347,307
Total GF/non-GF	\$0	\$152,009,404	\$0	\$155,109,888
Program Total:	\$152,009,404		\$155,109,888	
Program FTE	0.00	13.37	0.00	13.62

Program Revenues				
Other / Miscellaneous	\$0	\$143,386,675	\$0	\$153,084,887
Service Charges	\$0	\$25,000	\$0	\$25,000
Total Revenue	\$0	\$143,411,675	\$0	\$153,109,887

Explanation of Revenues

Sources of revenue are: departmental contributions for health plan coverage (\$121,220,386 Actives/\$10,680,843 Retirees), Short and Long Term Disability and Life Insurance (\$3,063,843); benefit administration charge (\$5,180,878), employee payroll deductions (both pre- and post- tax) for benefit plan participation (\$6,748,058), premium payments from retirees and COBRA participants (\$5,180,879), and operational refunds, forfeitures, rebates, performance guarantee penalties from vendors (\$1,010,000), space rentals (\$25,000).

Significant Program Changes

Last Year this program was: FY 2023: 72020 Central HR Employee Benefits & Wellness

All employee benefit vendors have been converted to an electronic interface for live enrollment transfers which enhance the County employees experience. Benefits staffing has been enhanced with the skill level to inherit functions previously performed by outside consultants for a significant savings. Established a Deputy Chief Human Resources Officer position that oversees Labor Relations, Workday Human Capital Management, and Employee Benefits. Shifted 0.25 FTE of the Deputy CHRO position from Central HR Labor Relations (72018) to Employee Benefits and Wellness (72020) to account for direct oversight of the Benefits Program.