

B.10.

BOCC Budget Workshop

February 29, 2024

Office of Human Resources



Human Resources: Budget Workshop Presentation



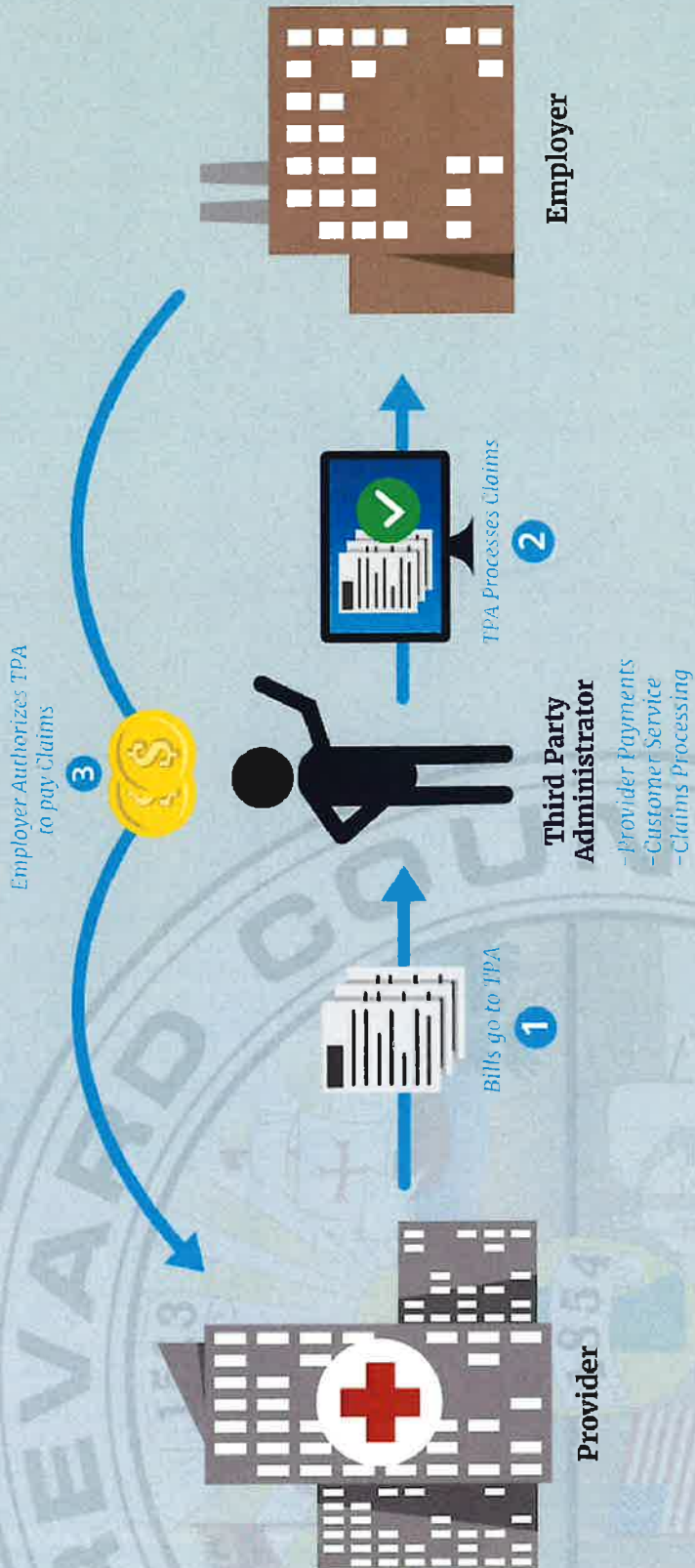
- Group Health Plan
 - Premium Contribution History
 - Health Plan Financial Summary
 - Sustainability and Simplification
- Property/Casualty Insurance Program
 - Projected Premiums
 - Reserve Requirements
- Recruiting / Retention Challenges and Successes
 - Vacancy Trends
 - Recruiting Efforts

Group Health - Demographics



Entity	Employees	Dependents	Total Enrolled
BOCC	1769	1607	3376
Transportation Planning	6	5	11
Sheriff	1041	1169	2210
Clerk of Courts	222	166	388
Tax Collector	163	142	305
Property Appraiser	90	79	169
Court Administration	9	3	12
Supervisor of Elections	26	21	47
Melbourne-Tillman	17	22	39
TICO	12	7	19
Sebastian Inlet Tax	3	3	6
Indian River Lagoon	8	2	10
Retiree's Under 65+	226	181	407
Retiree's Over 65+	496	145	641
Surviving Dependent	66	1	67
Vested	4	3	7
COBRA	4	3	7
TOTAL	4162	3559	7721

Self-Insured Health Plan



Employer Group Health Plan Contribution Rate History



Plan Year	Employer Paid Contribution Rate (PEPM)	ER% Change From Prior Year
2017	\$978.60	-4.00%
2018	\$900.00	-8.00%
2019	\$900.00	0.00%
2020	\$900.00	0.00%
2021	\$900.00	0.00%
2022	\$918.00	2.00%
2023	\$991.44	8.00%
2024	\$1,071.00	8.00%

Group Health Plan 5 Year History

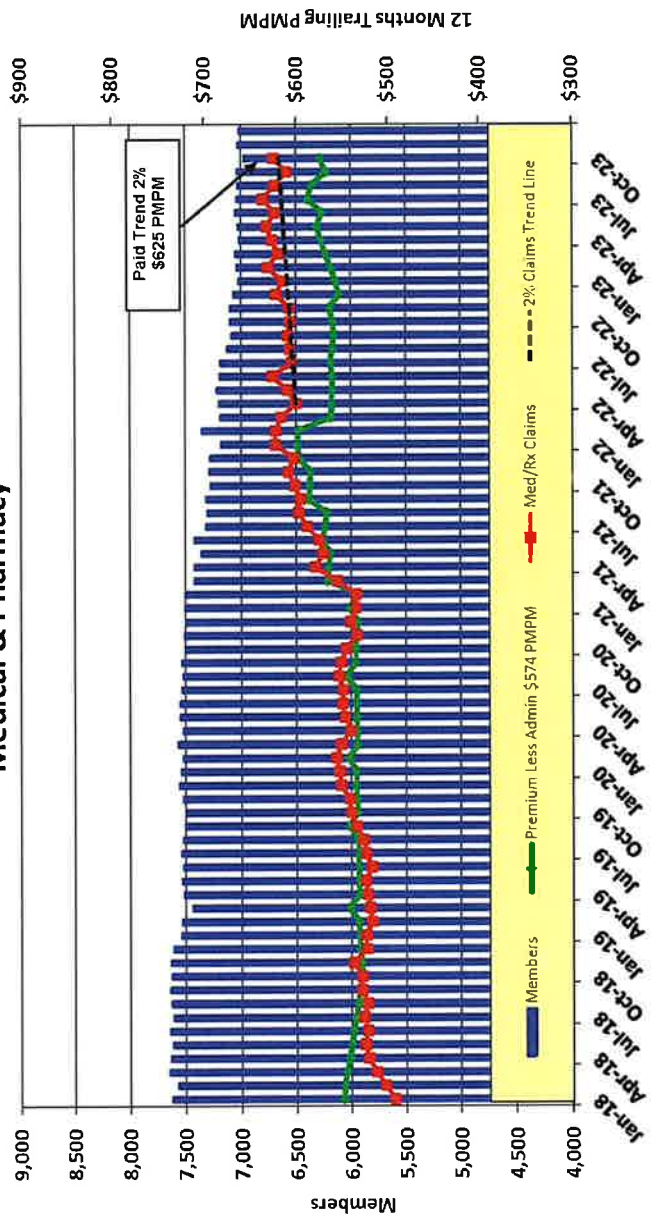


Group Health Plan Revenue	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Group Health Ins Premium	\$ 52,763,419	\$ 53,504,115	\$ 52,293,811	\$ 51,520,502	\$ 55,095,911
Rx Rebates, Perf. Guarantees	\$ 2,481,383	\$ 2,815,718	\$ 5,795,994	\$ 3,514,055	\$ 3,776,710
Other Revenues	\$ 963,743	\$ 926,316	\$ 458,581	\$ 716,983	\$ 867,508
ARPA Reimbursement	\$ -	\$ -	\$ -	\$ 3,596,298	\$ -
Total Revenue	\$ 56,208,545	\$ 57,246,149	\$ 58,548,386	\$ 59,347,838	\$ 59,740,129
Group Health Plan Expenses					
Medical Claims	\$ 38,621,555	\$ 39,868,452	\$ 43,417,715	\$ 45,360,871	\$ 41,450,553
Rx Claims	\$ 11,339,868	\$ 14,194,915	\$ 14,127,969	\$ 14,000,147	\$ 15,317,148
Supplemental Insurance	\$ 3,431,550	\$ 4,592,750	\$ 4,703,645	\$ 4,440,516	\$ 4,216,721
Other Program Costs	\$ 2,458,634	\$ 2,718,786	\$ 916,215	\$ 1,540,284	\$ 1,371,961
Total Expenses	\$ 55,851,607	\$ 61,374,903	\$ 63,165,543	\$ 65,341,819	\$ 62,356,382
(Over) Under Spent	\$ 431,768	\$ (4,128,754)	\$ (4,617,157)	\$ (5,993,981)	\$ (2,616,253)
Adj for Non-Current A/P and A/R	\$ (74,830)	\$ 1,444,178	\$ 320,469	\$ 827,267	TBD
End of Year Fund Balance	\$ 43,484,733	\$ 39,281,149	\$ 36,108,170	\$ 30,434,658	\$ 28,645,672

Health Plan Trend Rolling 12 Month Basis Medical and RX



Brevard County Government
Medical & Pharmacy



Based on 18 months trend



Group Health Plan Financial Summary (Paid Claims Basis)



	CY 2022	CY 2023
Calendar Year Revenue	\$57,660,159	\$60,426,049
Calendar Year Expenses	\$63,911,525	\$64,409,501
Annual Plan Rev. vs. Exp.	(-\$6,251,366)	(-\$3,983,452)*
Required Reserve (60 days claims + IBNR)	\$15.0M	\$ 15.7M
Ending Reserve Balance	\$25.9 M	\$22.0 M*

* Per actuarial report draft

Sustainability



- **Employer contribution rates.**
 - Employer Premiums increase 8% in FY23 and F24
- **Consider change in rate for dependents over 26**
- **Compressing PPO and PPO Preferred**
- **Continue to explore narrow networks for free standing facilities, direct contract opportunities w/copays**
 - Surgery+ / Hinge PT / Medfast / MDLive / Jewett Ortho / SaveOn Rx / Out-Patient Surg / Diag. Imaging

Simplification



- **Transition HRAs to FSAs with employer contribution**
 - **Single card/account**
 - **Allow current HRA credits to move over to FSA incrementally**
- **Create a flat co-pay for Pharmacy (eliminate deductible + co-insurance)**
- **Work on additional education before next open enrollment period to help employees better understand the networks so they can make educated choices**

Property/Casualty Insurance Program



- Trends/projections in property/casualty insurance premiums
- Reserve Funding

Property/Casualty Insurance Program Premiums



- **Property:** Projected 10% premium increase in 2024
- **Other lines:** Projected 9% increase overall*

** Assuming no increase in sovereign immunity cap.*

Property/Casualty Insurance Program Premiums



LINE	'23-'24 PREMIUM	PROJECTED '24-'25 PREMIUM	% INCREASE
CRIME	\$2,820	\$2,961	5%
GENERAL LIABILITY	\$493,036	\$566,991	15%
AUTO	\$153,886	\$169,275	10%
PUBLIC OFFICIALS	\$216,232	\$248,667	15%
CYBER	\$54,597	\$57,327	5%
WORKERS' COMP	\$1,069,587	\$1,230,025	15%
POLLUTION	\$103,967	PRE-PAID 3 YR TERM	---
AIRCRAFT HULL & LIABILITY	\$90,304	\$99,335	10%
TOTAL	\$2,184,430	\$2,374,581	*9%

Property Insurance Policy Period 6/1/23 - 5/30/24 \$4,118,685

**Assuming no change in sovereign immunity cap*

Property/Casualty Insurance Program



Insurance Program	FY 2023 Actuals	FY2024 Premium % Inc
Workers Compensation		
Revenue	\$ 5,900,004	
Expenses	\$ 7,740,310	8%
Surplus/Deficit	\$ (1,840,307)	
Property		
Revenue	\$ 2,638,313	
Expenses	\$ 3,640,834	10%
Surplus/Deficit	\$ (1,002,521)	
Auto		
Revenue	\$ 893,116	
Expenses	\$ 2,001,040	8%
Surplus/Deficit	\$ (1,107,924)	
General Liability		
Revenue	\$ 1,581,613	
Expenses	\$ 2,713,054	8%
Surplus/Deficit	\$ (1,131,441)	
End of Year Balance	\$ 10,979,732	

Recruiting Results - 2023

(Excluding Fire Rescue)

Calendar Year, 2023:

- **New Hires: 247**
- **Rehires: 22**
- **Separations: 198 (includes 37 retirements)**
- **Net Gain: +71**

5 year Average Vacancies / Turnover



	% Monthly Based on 2400 ee's	Annual Turnover
2019	12.39%	11.37%
2020	12.38%	11.23%
2021	14.50%	12.62%
2022	15.88%	16.07%
2023	14.10%	11.10%

Recruiting Initiatives



Passive vs Active Recruiting

- Staff positions have been created in key departments in an effort to move from “Passive” recruiting to “Active” recruiting:
 - Human Resources Career Development Manager
 - BCFR Recruiting Specialist
 - Public Works Recruiting & Community Outreach Specialist

Recruiting Initiatives - Community Relationships

- Targeted Recruiting
 - Veterans Outreach Programs
 - Patrick SFB - Career Transition Office
 - DOD Skills Program
 - Military Veterans Job Fairs
 - Viera - 11/8/23, 3/2/24
 - Palm Bay - 2/8/23, 2/7/24
- Community Job Fairs/Outreach
 - Sponsored and/or attended 15 additional job fairs in 2023

Recruiting Initiatives - School Relationships



Brevard Public Schools:

- Career Technical Education (CTE) Program Student Internships
 - Student Placement: Public Works, Planning & Development, Solid Waste, Tourism, Libraries
- Brevard Public Schools Fire Academy
 - Partnership w/ BCFR and EFSC
 - Palm Bay H.S.

Retention Initiatives Compensation:

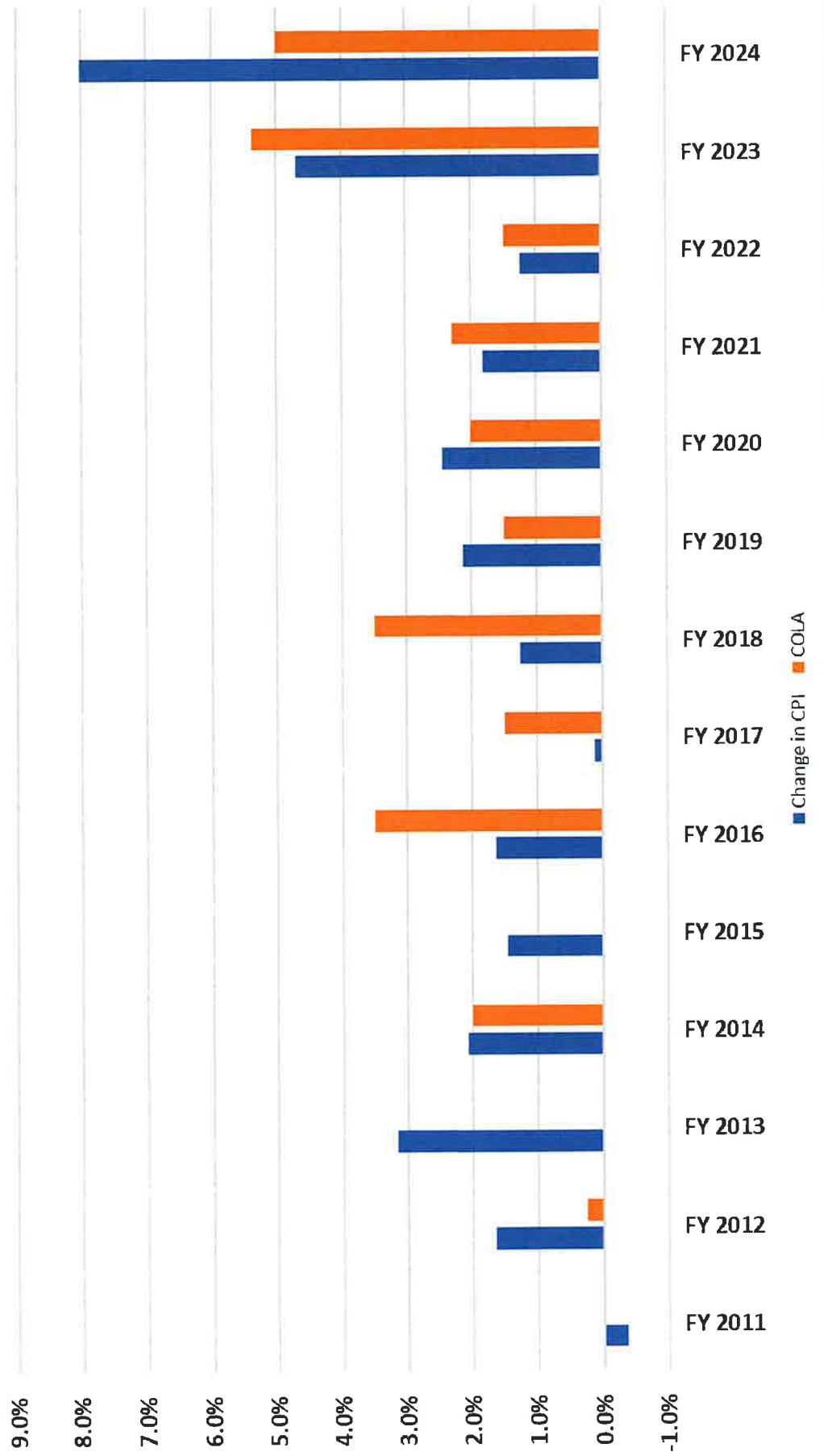


- COLA - 14 Year History:

Fiscal Yr	COLA %	Fiscal Yr	COLA %
FY10/11	0	FY17/18	3.5
FY11/12	2.5% (FRS)	FY18/19	1.5
FY12/13	0	FY19/20	2
FY13/14	2	FY20/21	2.3
FY14/15	0	FY21/22	1.5
FY15/16	3.5	FY22/23	5.38 (or \$1/hr)
FY16/17	1.5	FY23/24	5 (or \$1/hr)

Retention Initiatives Compensation:

Change in CPI vs COLA



Retention Initiatives Compensation:

Change in CPI vs COLA
(Cumulative)

