

ATTACHMENT E
2020-21 Proposed Rates
Human Resources

The Employee Benefits and Services Division (EBS) of the Human Resources Department administers the County's health, dental, vision, salary and tax saving plans, life insurance, and integrated leave programs for active and retired employees. The EBS offsets costs for health, dental, vision and protected leaves with administrative fees collected from biweekly premium payments.

Salary savings plan expenses are offset by a revenue agreement between the County and the salary savings carrier, Voya. Tax saving plans are offset by any unspent balances at the close of a plan year which were not used by program participants. The FSA Plan Document states amounts forfeited by participants become general assets of the County; these funds offset costs to administering the plan. Expenses that are not recovered in full include, administration of life insurance programs, combined giving campaign, employee service pin acknowledgment, employee discount programs, tuition loan repayment, Retirement Medical Trust, administrative staff and other division indirect costs.

These program costs have been offset by a departmental recharge rate since 2006-07. The 2020-21 expenses to be recovered via the recharge rate are \$1,402,153, which will fund the remaining portions of the County's benefit programs not funded by administrative fees or annual reimbursement. This is an increase of \$391,055 to the departmental recharge as this increase is attributed mostly to increased personnel costs in unfunded program expenses that are no longer offset by certain administrative fees. The 2020-21 proposed rate per employee is \$59.59.

Approval of the departmental recharge above will have the following departmental and Net County Cost impacts:

2019-20 Recharge	2020-21 Recharge	Change	Estimated Net County Cost Impact	User Department Cost Impact
\$1,011,098	\$1,402,153	\$391,055	\$ 100,570	\$15.52 increase per budgeted employee due to EBS increased personnel and operating expense