

Item D-1

Strategic Planning Budget Session—
Compensation, Insurance, & FTEs

Fully-Insured vs. Self-Insured

Fully-Insured

Insurance company assumes the risk (loss)

Insurance company receives the profit

Networks pre-defined

State-regulated plan designs

Funded through monthly premiums

ACA taxes part of premium rate

Self-Insured

City assumes the risk (over budget)

City adds to fund (under budget)

Networks customized

Federally regulated plan designs

Monthly based upon claims & admin fees

Not subject to all ACA fees

RFP Process

	CIGNA (current)	Cigna (proposed)	AETNA	Blue Cross/Blue Shield	United
Medical Claims		\$2,782,561	\$3,095,432	\$3,048,078	\$2,869,962
RX		472,328	381,688	281,908	358,013
Stop Loss		941,662	413,178	522,144	518,321
Credits		(81,500)	(65,000)	(78,580)	(31,500)
Total	\$4,075,259	\$4,115,051	\$3,825,298	\$3,773,549	\$3,714,797

RFP Timeline

- Early spring: RFP for medical insurance, pharmacy dental insurance, and stop loss
- Late March: Received and evaluated nine qualified responses
- Responses reviewed and narrowed to four Finalists
- Mid-April: Presentations by four Finalists
- Committee selected Blue Cross/Blue Shield as Best Value Option
- Requested Best and Final from BCBS

BCBS Plan Details

- 70% Texas Public Market Share
- Integrated Health Care Ecosystem
 - Blue Access Online Portal
 - First Responder EAP
 - Benefits Value Advisor
- 94.6% Provider Coverage
- \$125,000 individual & \$1M aggregate stop loss coverage w/ stop loss renewal capped at 45%
- City Health Contribution Decrease of \$224,538 or 6.3%
- Dental Self-Insurance Increase of \$7,286 or 6%
- No Change to Employee Contribution for Health or Dental

Self-Insurance Funding

	Expected Claim	Max Claim
Claim Factor	\$ 2,913,688	\$ 3,642,110
Stop Loss Premium	522,144	522,144
Dental Claim Factor	204,798	204,798
Admin Fee	66,563	66,563
Total	\$ 3,707,193	\$ 4,435,615

	City	Employee	Total
Medical Contribution	\$ 3,763,286	606,203	\$4,369,489
Dental Contribution	162,138	50,010	212,149
Total	\$ 3,925,424	\$656,213	\$ 4,581,637

Self-Insurance Fund Balance at 9/30/20: \$3,642,147

Compensation Increases

Public Safety	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
Market	-	-	4.00%	2.00%	1.50%	5.00%	4.00%	1.25%	4.00%
Merit	2.00%	3.00%	-	2.00%	1.50%	-	-	-	
Step	-	-	-	-	-	2.00%	2.00%	2.00%	2.00%
Total	2.00%	3.00%	4.00%	4.00%	3.00%	7.00%	6.00%	3.25%	6.00%

Note: Chart applies to sworn police and fire employees, not all employees working within those departments.

Civilian	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21
Market	-	-	3.00%	2.00%	1.50%	1.00%	1.50%	1.75%	2.00%
Merit	2.00%	3.00%	-	2.00%	1.50%	2.00%	2.00%	1.50%	2.00%
Total	2.00%	3.00%	3.00%	4.00%	3.00%	3.00%	3.50%	3.25%	4.00%

FY 2021-22 Proposed Compensation

Sworn Public Safety

- 2% Step Plan
- 3% Market for Police Officers, Firefighters, Fire Marshal, & Fire Training Officer
- 1.5% Market for Other Sworn Positions (Supervisors & Managers)
- General Fund Impact = \$416,500

Civilian

- 4% Merit
- No Market Adjustment
- General Fund Impact = \$410,416

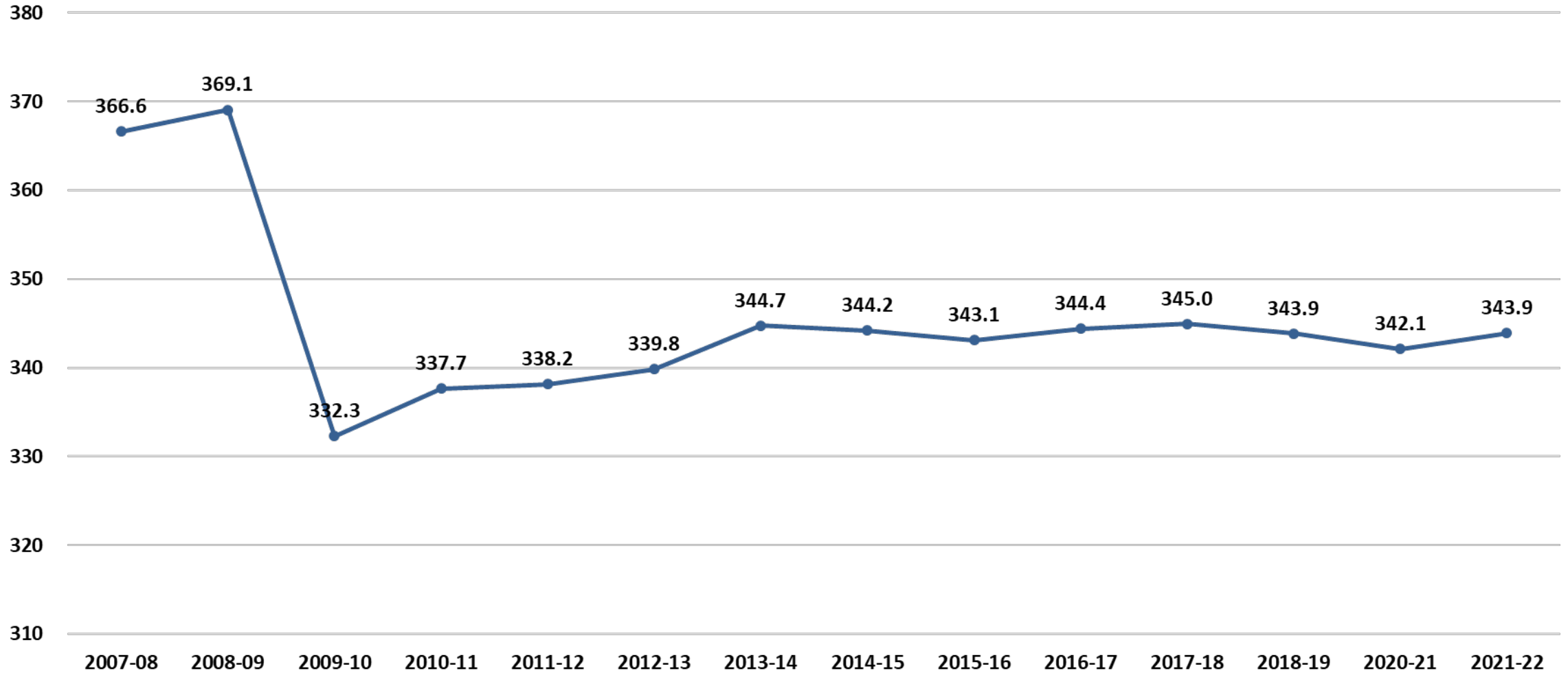
Compensation Increases

Public Safety	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Market	-	-	4.00%	2.00%	1.50%	5.00%	4.00%	1.25%	4.00%	1.5-3.0%
Merit	2.00%	3.00%	-	2.00%	1.50%	-	-	-		
Step	-	-	-	-	-	2.00%	2.00%	2.00%	2.00%	2.0%
Total	2.00%	3.00%	4.00%	4.00%	3.00%	7.00%	6.00%	3.25%	6.00%	3.5-5%

Note: Chart applies to sworn police and fire employees, not all employees working within those departments.

Civilian	FY 2012-13	FY 2013-14	FY 2014-15	FY 2015-16	FY 2016-17	FY 2017-18	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Market	-	-	3.00%	2.00%	1.50%	1.00%	1.50%	1.75%	2.00%	0.00%
Merit	2.00%	3.00%	-	2.00%	1.50%	2.00%	2.00%	1.50%	2.00%	4.00%
Total	2.00%	3.00%	3.00%	4.00%	3.00%	3.00%	3.50%	3.25%	4.00%	4.00%

FY 2021-22 Proposed FTEs



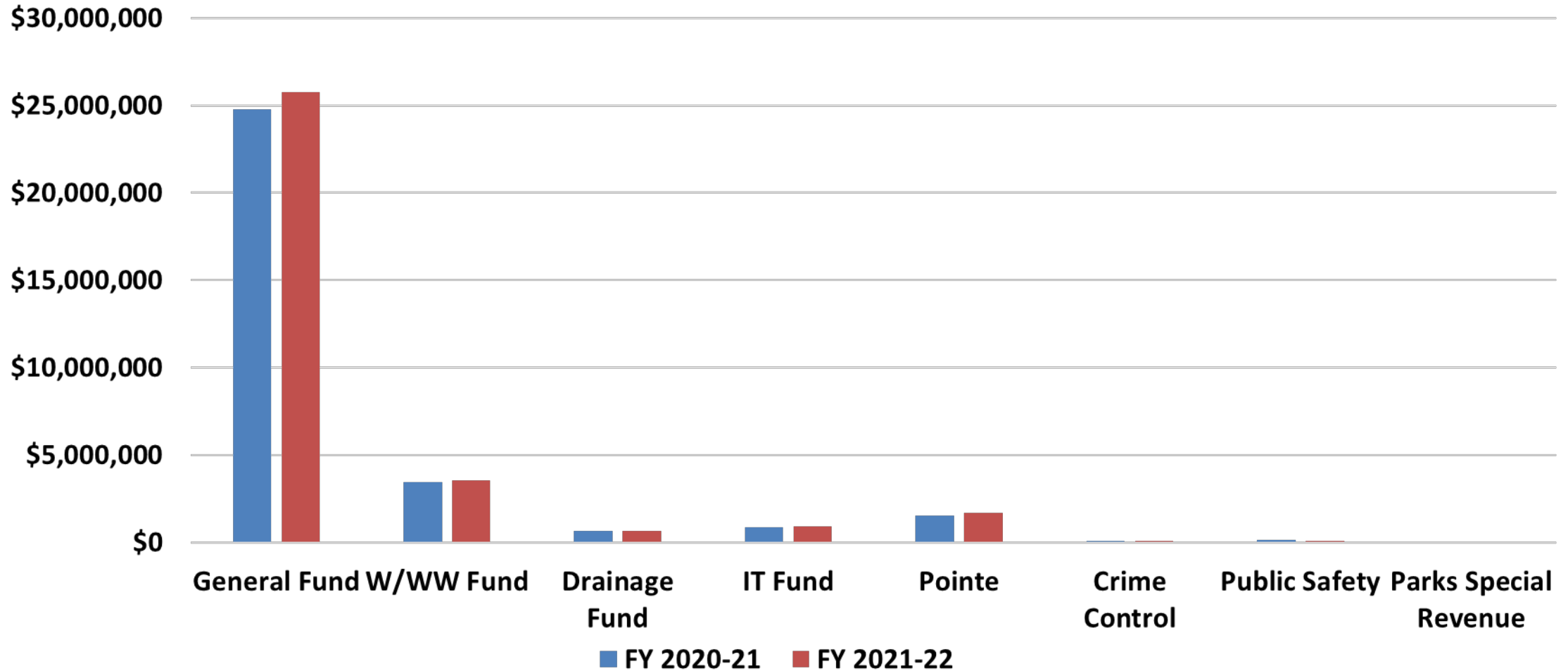
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FY 2021-22 Proposed FTEs

- Add 1 Detention Officer – Shared with Regional Partners = \$22,216
- Reclass SRO from 0.75 to 1.0 FTE – Funded by KISD = \$0
- Reclass Keller Pointe Marketing Specialist from 0.5 to 1.0 FTE = \$49,107
- Reclass Dispatcher to Assistant NETCOM Manager = \$6,305
- Reclass PT Environmental to PT Public Works Technician at MSC = \$0

- General Fund = +2 FTE
- Pointe Fund = +0.5 FTE
- Public Safety Fund = (0.75) FTE
- Total All Funds = +1.75 FTE

FY 2021-22 Personnel Costs



FY 2021-22 Personnel Costs

Fund	FY 2020-21 Budget	FY 2021-22 Budget	Variance (\$)	Variance (%)
General Fund	\$24,762,086	\$25,751,888	\$989,802	4.00%
W/WW Fund	\$3,445,174	\$3,562,623	\$117,449	3.41%
Drainage Fund	\$634,574	\$668,683	\$34,109	5.38%
IT Fund	\$865,607	\$896,129	\$30,522	3.53%
Pointe ¹	\$1,511,342	\$1,659,431	\$148,089	9.80%
Crime Control	\$104,338	\$108,247	\$3,909	3.75%
Public Safety ²	\$144,638	\$75,512	-\$72,126	-49.87%
Parks Special Revenue	\$1,400	\$1,400	\$0	0.00%
Total	\$31,469,159	\$32,720,913	\$1,251,754	3.98%

1 – Pointe increase includes return to full staffing from COVID

2 – Public Safety includes moving 1 SRO to General Fund



Questions?

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