

# Employment Services

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## 2013 Breakthrough Strategies

- Implement best practice total compensation recommendations from the most complete compensation review the City has done in over 15 years. Measurable outcome: Bring our pay practices in line with long-term fiscal sustainability by end of 1<sup>st</sup> quarter 2013.
- Develop and implement a paid internship program citywide. Measurable outcome: Program established by Q1 2013 and 10 or more interns employed by year-end.
- Expand our community outreach efforts to increase the diversity of our applicant pools. Measurable outcome: 10% increase by year end.
- Provide customer service training for every employee, implement comprehensive organization-wide performance objectives in all performance reviews, and establish a new and creative employee reward and recognition program to enhance the service culture of the City. Measurable Outcome: All achieved by Q4 2013.

## All Funds Summary

All Funds	Use of Funds	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	General Fund	\$790,693	\$871,111	\$871,111	\$1,035,314	\$164,203
PSST	134,094	144,202	144,202	0	(144,202)	
Employee Benefits Self-Insurance Fund	26,447,094	30,961,000	30,961,000	31,308,850	347,850	
<b>Total</b>	<b>\$27,371,881</b>	<b>\$31,976,313</b>	<b>\$31,976,313</b>	<b>\$32,344,164</b>	<b>\$367,851</b>	
General Fund	6.75	7.75	7.75	10.00	2.25	
PSST	2.00	2.00	2.00	0.00	(2.00)	
Employee Benefits Self-Insurance Fund	4.00	4.30	4.30	4.30	0.00	
<b>Total Positions</b>	<b>12.75</b>	<b>14.05</b>	<b>14.05</b>	<b>14.30</b>	<b>0.25</b>	

\*2012 Amended Budget includes no changes from Original Budget as of 8/30/2012.

## Significant Financial and Staff Modifications vs. 2012

- Transfer two positions from Public Safety Sales Tax fund to General Fund.

# Human Resources

## Employment Services - General Fund

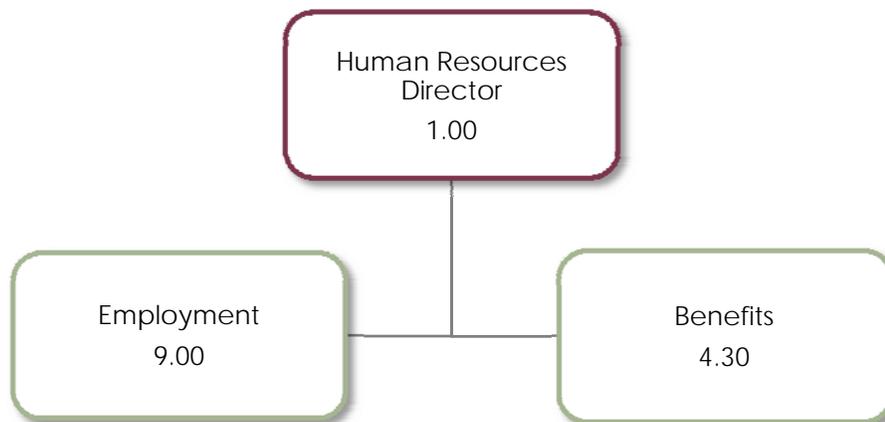
The Employment Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification and compensation; employee relations assistance; coordination of performance evaluations; employee training; course offerings; the disciplinary process; and maintenance of employee files. Funding for the Employment Division is provided by the General Fund. City enterprises and Support Service Funds that receive services pay an allocated charge for services.

## Benefits and Wellness – Employee Benefits Self-Insurance Fund

The Benefits and Wellness section designs and administers employee benefit plans and promotes health and wellness. The Benefits and Wellness section strives to design a healthcare plan that offers comprehensive benefits in a cost effective manner which incorporates wellness, prevention and health management programs for active employees, retirees, and their dependents to improve and maintain healthy lifestyle habits that help control costs. The Benefits and Wellness section provides managed healthcare using a self-insured medical and dental plan along with insurance benefits for vision, life, accidental death, voluntary term life, long-term care, short and long-term disability, and flexible spending accounts. Funding for the Benefits and Wellness program is provided through health plan monthly premiums which are shared between the employee and employer.

## City Employee Medical Clinic & Pharmacy – Employee Benefits Self-Insurance Fund

In 2009, Risk Management opened an employee medical clinic located in the City Administration Building. The City Employee Medical Clinic is available to all City and Colorado Springs Utilities employees and their families who are on the medical insurance plan. In November 2010, the clinic changed vendors for outside clinical laboratory services to Quest Diagnostics providing significant cost savings estimated at over \$116,000 a year to the plan with additional savings to the employee. Funding for the City Employee Medical Clinic and Pharmacy is provided through health plan enrollee monthly premiums which are shared between the employee and employer, through co-payments by clinic and pharmacy users.



The sections below provide a summary of the Budget, authorized positions, changes that occurred after the budget was implemented for 2012 and changes occurring as part of the 2013 Budget for each Fund including General Fund, PSST, and Employee Benefits Self Insurance Fund.

General Fund	Use of Funds	2010 Actual	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	Salary/Benefits/Pensions	\$691,159	\$743,444	\$807,067	\$807,067	\$962,739	\$155,672
	Operating	34,094	46,912	63,544	63,544	72,075	8,531
	Capital Outlay	0	337	500	500	500	0
	<b>Total</b>	<b>\$725,253</b>	<b>\$790,693</b>	<b>\$871,111</b>	<b>\$871,111</b>	<b>\$1,035,314</b>	<b>\$164,203</b>
	Position Title	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget	
	Administrative Technician	2.00	2.00	2.00	3.00	1.00	
	Analyst	0.75	1.75	1.75	2.00	0.25	
	Human Resources Director	1.00	1.00	1.00	1.00	0.00	
Manager	3.00	2.00	2.00	3.00	1.00		
Supervisor	0.00	1.00	1.00	1.00	0.00		
<b>Total Positions</b>	<b>6.75</b>	<b>7.75</b>	<b>7.75</b>	<b>10.00</b>	<b>2.25</b>		

Funding Changes	During 2012	* 2012 Amended - 2012 Original Budget
	None	\$0
	<b>Total During 2012</b>	<b>\$0</b>
	For 2013	2013 Budget - * 2012 Amended Budget
	Increase one Analyst II to a full-time position	\$20,000
	Transfer Salaries/Benefits/Pensions and operating expenses for two positions from the Public Safety Sales Tax (PSST) Fund to the General Fund	144,203
	<b>Total For 2013</b>	<b>\$164,203</b>

Position Changes	During 2012	* 2012 Amended - 2012 Original Budget
	None	0.00
	<b>Total During 2012</b>	<b>0.00</b>
	For 2013	2013 Budget - * 2012 Amended Budget
	Increase 0.75 Analyst to 1.00 FTE and reclass one Analyst to a Manager	0.25
	Transfer of 2.00 positions from Public Safety Sales Tax (PSST) Fund to the General Fund	2.00
	<b>Total For 2013</b>	<b>2.25</b>

\*2012 Amended Budget includes no changes from Original Budget as of 8/30/2012.

PSST	Use of Funds	2010 Actual	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	Salary/Benefits/Pensions	\$129,177	\$132,768	\$138,727	\$138,727	\$0	(\$138,727)
	Operating	2,177	1,326	5,475	5,475	0	(5,475)
	Capital Outlay	0	0	0	0	0	0
	<b>Total</b>	<b>\$131,354</b>	<b>\$134,094</b>	<b>\$144,202</b>	<b>\$144,202</b>	<b>\$0</b>	<b>(\$144,202)</b>
	Positions	2011 Budget	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget	
	Administrative Technician	1.00	1.00	1.00	0.00	(1.00)	
	Analyst	1.00	1.00	1.00	0.00	(1.00)	
	<b>Total Positions</b>	<b>2.00</b>	<b>2.00</b>	<b>2.00</b>	<b>0.00</b>	<b>(2.00)</b>	

Funding Changes	During 2012	* 2012 Amended - 2012 Original Budget
	None	\$0
	<b>Total During 2012</b>	<b>\$0</b>
	For 2013	2013 Budget - * 2012 Amended Budget
	Transfer of Salaries/Benefits/Pensions and operating expenses for two positions from Public Safety Sales Tax (PSST) Fund to General Fund	(\$144,202)
<b>Total For 2013</b>	<b>(\$144,202)</b>	

Position Changes	During 2012	* 2012 Amended - 2012 Original Budget
	None	0.00
	<b>Total During 2012</b>	<b>0.00</b>
	For 2013	2013 Budget - * 2012 Amended Budget
	Transfer of 2.00 positions from Public Safety Sales Tax (PSST) Fund to the General Fund	(2.00)
<b>Total For 2013</b>	<b>(2.00)</b>	

\*2012 Amended Budget includes no changes from Original Budget as of 8/30/2012.

Employee Benefits Self-Insurance Fund	Source of Funds	2010 Actual	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	Retirees Insurance	\$362,940	\$0	\$0	\$0	\$0	\$0
	Premiums	26,784,065	0	0	0	0	0
	Clinical Co Pay	30,030	77,576	0	0	0	0
	Interest/Other	229,431	0	50,000	50,000	50,000	0
	Other Funds	0	24,747,404	30,911,000	30,911,000	31,258,850	347,850
	<b>Total</b>	<b>\$27,406,466</b>	<b>\$24,824,980</b>	<b>\$30,961,000</b>	<b>\$30,961,000</b>	<b>\$31,308,850</b>	<b>\$347,850</b>
Employee Benefits Self-Insurance Fund	Use of Funds	2010 Actual	2011 Actual	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	Salary/Benefits/Pensions	\$231,188	\$219,983	\$272,718	\$272,718	\$266,986	(\$5,732)
	Operating	26,285,757	26,227,111	30,688,282	30,688,282	31,041,864	353,582
	Capital Outlay	0	0	0	0	0	0
	<b>Total</b>	<b>\$26,516,945</b>	<b>\$26,447,094</b>	<b>\$30,961,000</b>	<b>\$30,961,000</b>	<b>\$31,308,850</b>	<b>\$347,850</b>

Positions	Position Title	2011 Budget	2012 Original Budget	* 2012 Amended Budget	2013 Budget	2013 Budget - * 2012 Amended Budget
	Analyst II	1.00	1.00	1.00	1.00	0.00
	Office Assistant	1.00	1.00	1.00	1.00	0.00
	Medical Assistant	1.00	1.00	1.00	1.00	0.00
	Risk Supervisor	0.00	0.30	0.30	0.30	0.00
	Senior Office Specialist	1.00	1.00	1.00	1.00	0.00
	<b>Total Positions</b>	<b>4.00</b>	<b>4.30</b>	<b>4.30</b>	<b>4.30</b>	<b>0.00</b>

Funding Changes	During 2012	* 2012 Amended - 2012 Original Budget
	None	\$0
	<b>Total During 2012</b>	<b>\$0</b>
	For 2013	2013 Budget - * 2012 Amended Budget
	Reduce Salaries/Benefits/Pensions to reflect 2013 actuals	(\$5,732)
	Increase operating due to medical plan cost increases	353,582
	<b>Total For 2013</b>	<b>\$347,850</b>

\*2012 Amended Budget includes no changes from Original Budget as of 8/30/2012.

<b>Position Changes</b>	<b>During 2012</b>	<b>* 2012 Amended - 2012 Original Budget</b>
	None	0.00
	<b>Total During 2012</b>	<b>0.00</b>
	<b>For 2013</b>	<b>2013 Budget - * 2012 Amended Budget</b>
	None	0.00
	<b>Total For 2013</b>	<b>0.00</b>

\*2012 Amended Budget includes no changes from Original Budget as of 8/30/2012.

**City of Colorado Springs  
Budget Detail Report**

001 GENERAL FUND  
EMPLOYMENT SERVICES

Account #	Description	2010 Actuals	2011 Actuals	2012 Budget	2013 Budget	2012 Budget to 2013 Budget \$ Change	2012 Budget to 2013 Budget % Change
51205	CIVILIAN SALARIES	548,066	582,668	641,672	759,886	118,214	18.42%
51210	OVERTIME	97	488	500	500	0	0.00%
51220	SEASONAL TEMPORARY	7,310	9,252	1,500	1,500	0	0.00%
51245	RETIREMENT TERM VACATION	0	6,261	0	0	0	0.00%
51260	VACATION BUY PAY OUT	568	1,884	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	0	(3,661)	0	0	0	0.00%
51610	PERA	75,715	78,195	92,984	101,767	8,783	9.45%
51612	RETIREMENT HEALTH SAVINGS	0	12,502	0	0	0	0.00%
51615	WORKERS COMPENSATION	1,637	1,505	2,160	1,692	(468)	-21.67%
51620	EQUITABLE LIFE INSURANCE	1,642	1,605	2,291	2,160	(131)	-5.72%
51625	VISION CARE	307	0	0	0	0	0.00%
51640	DENTAL INSURANCE	2,783	2,393	3,205	4,140	935	29.17%
51665	CASH BACK	342	1,128	1,000	0	(1,000)	-100.00%
51670	PARKING FOR EMPLOYEES	1,420	1,550	1,500	2,400	900	60.00%
51690	MEDICARE	8,001	8,622	8,807	10,787	1,980	22.48%
51695	CITY EPO MEDICAL PLAN	43,271	38,963	51,448	77,907	26,459	51.43%
51696	ADVANTAGE HD MED PLAN	0	79	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	10	0	0	0	0.00%
<b>Total Salaries and Benefits</b>		<b>691,159</b>	<b>743,444</b>	<b>807,067</b>	<b>962,739</b>	<b>155,672</b>	<b>19.29%</b>
52105	MISCELLANEOUS OPERATING	45	774	0	0	0	0.00%
52110	OFFICE SUPPLIES	1,350	2,202	4,750	5,200	450	9.47%
52111	PAPER SUPPLIES	0	158	1,000	1,100	100	10.00%
52120	COMPUTER SOFTWARE	193	5,000	18,000	20,000	2,000	11.11%
52122	CELL PHONES EQUIP AND SUPPLIES	0	0	0	1,500	1,500	0.00%
52125	GENERAL SUPPLIES	185	(54)	1,200	1,200	0	0.00%
52135	POSTAGE	410	543	600	700	100	16.67%
52220	MAINT OFFICE MACHINES	0	0	200	300	100	50.00%
52230	MAINT FURNITURE AND FIXTURES	0	0	150	150	0	0.00%
52575	SERVICES	2,381	11,837	1,500	1,650	150	10.00%
52590	TEMPORARY EMPLOYMENT	0	0	2,000	2,000	0	0.00%
52605	CAR MILEAGE	71	0	500	200	(300)	-60.00%
52615	DUES AND MEMBERSHIP	535	515	500	675	175	35.00%
52625	MEETING EXPENSES IN TOWN	1,081	(956)	4,250	4,350	100	2.35%
52630	TRAINING	2,103	6,917	4,750	5,050	300	6.32%
52635	EMPLOYEE EDUCATIONL ASSISTANCE	0	0	494	600	106	21.46%
52645	SUBSCRIPTIONS	5,424	(147)	2,500	2,500	0	0.00%
52655	TRAVEL OUT OF TOWN	2,848	4,117	2,000	2,000	0	0.00%
52705	COMMUNICATIONS	0	0	0	2,500	2,500	0.00%
52735	TELEPHONE LONG DIST CALLS	77	116	400	500	100	25.00%
52775	MINOR EQUIPMENT	0	1,080	250	350	100	40.00%
52776	PRINTER CONSOLIDATION COST	0	0	0	4,000	4,000	0.00%
52795	RENTAL OF EQUIPMENT	5,400	3,578	4,000	50	(3,950)	-98.75%
52874	OFFICE SERVICES PRINTING	(165)	159	1,500	1,500	0	0.00%
52875	OFFICE SERVICES RECORDS	880	853	2,000	2,000	0	0.00%
65160	RECRUITMENT	5,377	7,227	5,000	5,000	0	0.00%
65353	DIVERSITY TRAINING	65	0	1,000	1,000	0	0.00%
65358	LRC & LEADERSHIP DEV	5,834	2,993	5,000	6,000	1,000	20.00%
<b>Total Operating Expenses</b>		<b>34,094</b>	<b>46,912</b>	<b>63,544</b>	<b>72,075</b>	<b>8,531</b>	<b>13.43%</b>
53010	OFFICE MACHINES	0	190	200	0	(200)	-100.00%
53030	FURNITURE AND FIXTURES	0	147	300	500	200	66.67%
<b>Total Capital Outlay</b>		<b>0</b>	<b>337</b>	<b>500</b>	<b>500</b>	<b>0</b>	<b>0.00%</b>
<b>Total Expenses</b>		<b>725,253</b>	<b>790,693</b>	<b>871,111</b>	<b>1,035,314</b>	<b>164,203</b>	<b>18.85%</b>

Totals may differ from narratives due to rounding.

**City of Colorado Springs  
Budget Detail Report**

171 PUBLIC SAFETY SALES TAX  
EMPLOYMENT SERVICES

Account #	Description	2010 Actuals	2011 Actuals	2012 Budget	2013 Budget	2012 Budget to 2013 Budget \$ Change	2012 Budget to 2013 Budget % Change
51205	CIVILIAN SALARIES	96,709	101,063	106,328	0	(106,328)	-100.00%
51210	OVERTIME	295	0	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	2,081	0	0	0	0	0.00%
51260	VACATION BUY PAY OUT	886	937	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(2,746)	(1,894)	0	0	0	0.00%
51610	PERA	12,754	13,481	15,000	0	(15,000)	-100.00%
51615	WORKERS COMPENSATION	247	257	300	0	(300)	-100.00%
51620	EQUITABLE LIFE INSURANCE	283	285	325	0	(325)	-100.00%
51625	VISION CARE	76	0	0	0	0	0.00%
51640	DENTAL INSURANCE	890	841	950	0	(950)	-100.00%
51665	CASH BACK	(93)	0	0	0	0	0.00%
51670	PARKING FOR EMPLOYEES	440	480	480	0	(480)	-100.00%
51690	MEDICARE	1,465	1,431	1,500	0	(1,500)	-100.00%
51695	CITY EPO MEDICAL PLAN	15,890	15,727	13,844	0	(13,844)	-100.00%
51696	ADVANTAGE HD MED PLAN	0	144	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	16	0	0	0	0.00%
<b>Total Salaries and Benefits</b>		<b>129,177</b>	<b>132,768</b>	<b>138,727</b>	<b>0</b>	<b>(138,727)</b>	<b>-100.00%</b>
52110	OFFICE SUPPLIES	443	67	500	0	(500)	-100.00%
52111	PAPER SUPPLIES	0	0	200	0	(200)	-100.00%
52135	POSTAGE	0	0	200	0	(200)	-100.00%
52575	SERVICES	0	0	250	0	(250)	-100.00%
52615	DUES AND MEMBERSHIP	0	0	175	0	(175)	-100.00%
52625	MEETING EXPENSES IN TOWN	0	0	200	0	(200)	-100.00%
52630	TRAINING	0	0	500	0	(500)	-100.00%
52635	EMPLOYEE EDUCATIONL ASSISTANCE	0	0	200	0	(200)	-100.00%
52705	COMMUNICATIONS	1,251	1,250	2,500	0	(2,500)	-100.00%
52735	TELEPHONE LONG DIST CALLS	0	0	100	0	(100)	-100.00%
52775	MINOR EQUIPMENT	0	0	100	0	(100)	-100.00%
52795	RENTAL OF EQUIPMENT	0	0	50	0	(50)	-100.00%
52874	OFFICE SERVICES PRINTING	483	9	500	0	(500)	-100.00%
<b>Total Operating Expenses</b>		<b>2,177</b>	<b>1,326</b>	<b>5,475</b>	<b>0</b>	<b>(5,475)</b>	<b>-100.00%</b>
<b>Total Capital Outlay</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>Total Expenses</b>		<b>131,354</b>	<b>134,094</b>	<b>144,202</b>	<b>0</b>	<b>(144,202)</b>	<b>-100.00%</b>

Totals may differ from narratives due to rounding.

**City of Colorado Springs  
Budget Detail Report**

504 HEALTH INSURANCE FUND  
Risk Emp Ben

Account #	Description	2010 Actuals	2011 Actuals	2012 Budget	2013 Budget	2012 Budget to 2013 Budget \$ Change	2012 Budget to 2013 Budget % Change
51205	CIVILIAN SALARIES	178,825	167,235	206,896	202,612	(4,284)	-2.07%
51210	OVERTIME	22	0	0	0	0	0.00%
51245	RETIREMENT TERM VACATION	0	1,377	0	0	0	0.00%
51260	VACATION BUY PAY OUT	0	1,303	0	0	0	0.00%
51299	SALARIES REIMBURSEMENTS	(2,227)	(3,220)	0	0	0	0.00%
51610	PERA	23,403	21,704	27,035	25,070	(1,965)	-7.27%
51615	WORKERS COMPENSATION	450	427	464	445	(19)	-4.09%
51620	EQUITABLE LIFE INSURANCE	516	464	703	559	(144)	-20.48%
51625	VISION CARE	59	0	0	0	0	0.00%
51640	DENTAL INSURANCE	1,299	1,130	1,789	1,346	(443)	-24.76%
51665	CASH BACK	407	361	1,170	0	(1,170)	-100.00%
51670	PARKING FOR EMPLOYEES	1,410	900	1,167	1,060	(107)	-9.17%
51690	MEDICARE	2,501	2,303	2,981	2,937	(44)	-1.48%
51695	CITY EPO MEDICAL PLAN	24,523	25,839	30,513	32,956	2,443	8.01%
51696	ADVANTAGE HD MED PLAN	0	144	0	0	0	0.00%
51697	HRA BENEFIT TO ADV MED PLAN	0	16	0	0	0	0.00%
<b>Total Salaries and Benefits</b>		<b>231,188</b>	<b>219,983</b>	<b>272,718</b>	<b>266,985</b>	<b>(5,733)</b>	<b>-2.10%</b>
52110	OFFICE SUPPLIES	1,096	2,068	6,500	1,600	(4,900)	-75.38%
52111	PAPER SUPPLIES	0	0	0	720	720	0.00%
52115	MEDICAL SUPPLIES	4,319	3,550	36,000	5,500	(30,500)	-84.72%
52116	PHARMACEUTICALS	16,259	11,484	2,500	17,380	14,880	595.20%
52120	COMPUTER SOFTWARE	30,126	33,067	36,000	0	(36,000)	-100.00%
52125	GENERAL SUPPLIES	912	758	3,500	1,150	(2,350)	-67.14%
52135	POSTAGE	7,810	4,612	2,600	5,080	2,480	95.38%
52165	LICENSES AND TAGS	0	0	0	50	50	0.00%
52220	MAINT OFFICE MACHINES	0	232	0	0	0	0.00%
52305	MAINT SOFTWARE	0	0	0	33,200	33,200	0.00%
52445	JANITORIAL SERVICES	561	0	0	0	0	0.00%
52460	MEDICAL SERVICE	0	0	0	303,000	303,000	0.00%
52560	PARKING SERVICES	3,050	3,250	5,000	4,500	(500)	-10.00%
52573	CREDIT CARD FEES	705	517	0	750	750	0.00%
52575	SERVICES	530,766	501,974	553,876	249,300	(304,576)	-54.99%
52590	TEMPORARY EMPLOYMENT	0	6,125	0	0	0	0.00%
52615	DUES AND MEMBERSHIP	5,679	5,380	5,700	5,580	(120)	-2.11%
52630	TRAINING	1,043	1,062	1,500	1,500	0	0.00%
52635	EMPLOYEE EDUCATIONL ASSISTANCE	0	0	0	1,500	1,500	0.00%
52645	SUBSCRIPTIONS	139	0	500	100	(400)	-80.00%
52655	TRAVEL OUT OF TOWN	322	511	0	0	0	0.00%
52705	COMMUNICATIONS	4,533	4,534	5,000	4,800	(200)	-4.00%
52735	TELEPHONE LONG DIST CALLS	27	37	0	50	50	0.00%
52738	CELL PHONE BASE CHARGES	0	0	0	500	500	0.00%
52740	GENERAL INSURANCE-CITY	6,854	4,911	6,700	5,500	(1,200)	-17.91%
52775	MINOR EQUIPMENT	0	50	500	1,000	500	100.00%
52776	PRINTER CONSOLIDATION COST	0	0	0	4,700	4,700	0.00%
52795	RENTAL OF EQUIPMENT	6,438	5,376	6,925	0	(6,925)	-100.00%
52874	OFFICE SERVICES PRINTING	9,308	4,798	12,000	5,200	(6,800)	-56.67%
52875	OFFICE SERVICES RECORDS	0	5,149	15,000	0	(15,000)	-100.00%
60139	VISION CLAIM EXPENSES	412,225	496,436	0	490,000	490,000	0.00%
60140	MEDICAL CLAIMS EXPENSES	17,313,090	17,571,502	0	21,566,704	21,566,704	0.00%
60170	HRA BENEFIT EXPENSE	2,692	5,899	0	143,000	143,000	0.00%
60171	WELLNESS PROGRAM	0	4,386	0	20,000	20,000	0.00%
60231	CLAIMS INCURRED NOT REPORT	(15,993)	456,603	0	700,000	700,000	0.00%
60238	PRESCRIPTION ADMIN FEES	167,101	165,021	170,000	170,000	0	0.00%
60239	PRESCRIPTION CLAIM EXPENSES	4,451,714	3,961,263	0	3,900,000	3,900,000	0.00%
60240	DENTAL ADMINISTRATIVE FEES	109,589	107,498	100,000	108,000	8,000	8.00%
60241	DENTAL CLAIM EXPENSES	1,892,124	1,964,904	0	2,100,000	2,100,000	0.00%
60242	VISION ADMINISTRATIVE FEES	42,910	0	50,000	0	(50,000)	-100.00%
60243	DIABETES TEN CITY CHALLENGE	59,696	55,660	0	60,000	60,000	0.00%

Account #	Description	2010 Actuals	2011 Actuals	2012 Budget	2013 Budget	2012 Budget to 2013 Budget \$ Change	2012 Budget to 2013 Budget % Change
60244	MEDICAL ADMINISTRATIVE FEES	499,261	467,572	504,644	477,000	(27,644)	-5.48%
60245	BRIDGES TO EXCELLENCE	8,469	10,885	0	40,000	40,000	0.00%
60286	UTILIZATION MGMT	195,175	158,892	0	164,500	164,500	0.00%
60413	DENTAL DRB EXPENSES	106,586	3,074	0	0	0	0.00%
65040	MISCELLANEOUS	1,571	969	8,000	0	(8,000)	-100.00%
65145	CITY HEALTH MISC MEDICAL	0	0	28,477,630	0	(28,477,630)	-100.00%
65220	REINSURANCE COSTS	212,512	228,451	190,000	250,000	60,000	31.58%
65365	HEALTH PROGRAMS	394,955	137,828	488,207	200,000	(288,207)	-59.03%
<b>Total Operating Expenses</b>		<b>26,483,624</b>	<b>26,396,288</b>	<b>30,688,282</b>	<b>31,041,864</b>	<b>353,582</b>	<b>1.15%</b>
<b>Total Capital Outlay</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00%</b>
<b>Total Expenses</b>		<b>26,714,812</b>	<b>26,616,271</b>	<b>30,961,000</b>	<b>31,308,850</b>	<b>347,849</b>	<b>1.12%</b>

Totals may differ from narratives due to rounding.