

**Employee Benefits / 5500**

	<b>2007 Actual<sup>1</sup></b>	<b>2008 Adopted<sup>2</sup></b>	<b>2008 Estimated</b>	<b>2009 Adopted<sup>4</sup></b>	<b>2010 Projected<sup>7</sup></b>	<b>2011 Projected</b>
<b>Beginning Fund Balance</b>	<b>19,615,905</b>	<b>23,343,646</b>	<b>30,378,472</b>	<b>34,158,432</b>	<b>28,842,665</b>	<b>25,419,005</b>
<b>Revenues</b>						
* Flexrate Recovery <sup>3</sup>	163,218,962	173,602,272	175,749,392	180,143,127	198,157,439	217,973,183
* Sheriff Flexrate Recovery <sup>5</sup>				11,467,404	12,614,144	13,875,559
* Interest Revenue	729,118	850,000	1,000,000	751,000	680,000	650,000
* Other Non-Flexrate Revenue	19,988,389	23,799,213	24,862,524	15,503,797	16,836,038	18,469,133
* Enrollment Contingency						
<b>Total Revenues</b>	<b>183,936,469</b>	<b>198,251,485</b>	<b>201,611,916</b>	<b>207,865,328</b>	<b>228,287,621</b>	<b>250,967,875</b>
<b>Expenditures</b>						
* Insurance Premiums	(167,649,769)	(187,804,854)	(191,708,327)	(194,757,407)	(211,539,640)	(231,985,226)
* Sheriff Insurance Premiums				(9,722,466)	(10,550,059)	(11,567,980)
* Benefits Administration	(5,524,133)	(6,259,050)	(6,000,368)	(5,290,791)	(5,638,944)	(5,920,892)
* Sheriff Administration				(379,719)	(398,705)	(418,640)
* Reserve/Contingency		(3,583,933)		(3,583,933)	(3,583,933)	(3,583,933)
* Omnibus & Carryover						
<b>Total Expenditures</b>	<b>(173,173,902)</b>	<b>(197,647,837)</b>	<b>(197,708,695)</b>	<b>(213,734,316)</b>	<b>(231,711,281)</b>	<b>(253,476,670)</b>
<b>Estimated Underexpenditures</b>						
<b>Other Fund Transactions</b>						
* Impaired Investment <sup>8</sup>			(123,261)			
<b>Total Other Fund Transactions</b>						
<b>Ending Fund Balance</b>	<b>30,378,472</b>	<b>23,947,294</b>	<b>34,158,432</b>	<b>28,842,665</b>	<b>25,419,005</b>	<b>22,910,211</b>
<b>Less: Reserves &amp; Designations</b>						
* Reserved for Encumbrance Carryover						
* Incurred But Not Reported (IBNR)	(13,872,000)	(15,536,445)	(16,054,408)	(18,668,736)	(20,274,247)	(22,240,849)
* IBNR Shortfall						
* Rate Stabilization Reserve	(16,506,472)	(8,410,849)	(18,104,024)	(10,173,929)	(5,144,758)	(669,361)
* Claims Fluctuation Reserve (CFR)						
* CFR Shortfall						
<b>Total Reserves &amp; Designations</b>	<b>(30,378,472)</b>	<b>(23,947,294)</b>	<b>(34,158,432)</b>	<b>(28,842,665)</b>	<b>(25,419,005)</b>	<b>(22,910,211)</b>
<b>Ending Undesignated Fund Balance</b>						
<b>Target Fund Balance<sup>6</sup></b>	<b>30,378,472</b>	<b>23,947,294</b>	<b>34,158,432</b>	<b>28,842,665</b>	<b>25,419,005</b>	<b>22,910,211</b>

**Financial Plan Notes:**

<sup>1</sup> Actuals are from 14th Month ARMS/IBIS

<sup>2</sup> 2008 Council Adopted Budget.

<sup>3</sup> Flex rate for 2009 Adopted is based on August 2008 actuary report, flex rate of \$1,171 per FTE per month with FTE enrollment of 12,823.

<sup>4</sup> 2009 Adopted Insurance Premiums are based on August 2008 actuary report.

<sup>5</sup> Sheriff flex rate for 2009 Adopted is based on August 2008 actuary report, flex rate of \$1,391 per FTE per month with FTE enrollment of 687.

<sup>6</sup> Target Fund Balance is equal to the sum of IBNR and the rate stabilization reserve.

<sup>7</sup> The flex rate percent increase in 2010 and 2011 reflects actuarial data based on current benefit plan design, negotiations with the Joint Labor Management Insurance Committee are ongoing.

<sup>8</sup> At year end 2007 the county investment pool held investments that became impaired. This adjustment reflects an unrealized loss for these impaired investments