

HEALTHCARE FUND

DESCRIPTION

Effective January 1, 2008, Henrico County’s health care program transitioned to a self-insurance program. Prior to this transition, the county’s health care program operated as a fully insured program, which, in exchange for the payment of a premium, an insurance company assumed the risk, administered the program, and paid all claims. With the transition to a self-insured program, the county pays claims and third-party administrative fees. Self-insurance allows the county to more fully control all aspects of the plan, including setting rates to smooth out the impact of increases on employees and the county, while maintaining adequate funding to cover claims, expenses, and reserves.

BUDGET HIGHLIGHTS

The cost to fund healthcare expenses is covered by payments from active employees, the county and the School Board, retirees, and retention of interest earnings. The county and Schools contributions are budgeted in departmental budgets, and the Healthcare Fund charges departments based upon actual participants in the program. Revenues to the Healthcare Fund in excess of expenditures accumulate in a premium stabilization reserve. These funds are utilized to allow the county to maintain rate increases at manageable levels.

The budget for FY2021-22 provides funding of \$143,038,276 for the Healthcare Fund. Included in this figure is \$101,947,347 in funding that is budgeted within individual county and Schools departments as the county’s contributions for healthcare for active employees. This means that the county provides direct support for 71.3 percent of the Healthcare Fund’s budget. Also included in this budget is the cost to the county and Schools for retiree subsidies, which are present within the Human Resources budget. It is important to note that expenditures already budgeted within individual departments are negated from the Healthcare Fund budget in the “Adjustments for Interdepartmental Billings” to avoid double counting of expenditures. The balance of \$41,090,929 reflects anticipated payments from employees and retirees that participate in the program, as well as rebates for pharmacy claims and interest earnings.

FISCAL YEAR 2022 SUMMARY

Annual Fiscal Plan

Description	FY20	FY21	FY22	Change
	Actual	Original	Approved	21 to 22
Claims	\$ 106,633,150	\$ 125,804,370	\$ 133,352,631	6.0%
Other Administrative Fees	9,275,633	9,256,500	9,605,644	3.8%
Payments to Federal Government	0	80,000	80,000	0.0%
Total Healthcare	\$ 115,908,783	\$ 135,140,870	\$ 143,038,275	5.8%

Healthcare Fund

BUDGET HIGHLIGHTS

Of the \$143,038,275 budget for Healthcare, \$133,352,631, or 93.2 percent reflects estimated claims expenditures. The balance of \$9,336,500 is highlighted by anticipated third-party administrative fees (\$5,300,000), health spending account costs (\$900,000), costs of actuarial services (\$150,000), wellness initiatives funding (\$150,000) and the premium payments for excess risk insurance, which is \$3,000,000. The budget for the excess risk insurance rose sharply in the FY2020-21 approved budget due to the increased actuarial cost of this service but is unchanged from that elevated level in FY2021-22. The insurance protects the county from single large claims greater than \$500,000 and total annual payments greater than 125.0 percent of actuarially projected annual claims. Also included in the budget is \$105,644 in funding for the retainer agreement for the county's healthcare consultant.