

EMPLOYEE BENEFITS

FUND NO. 669

ACCOUNT NO. 0413

DESCRIPTION

The Employee Benefits budget provides the mechanism through which the City pays the cost of health, long-term disability, life, accident and disability, and dental/vision insurance for all eligible employees. Monies are budgeted in departmental operating accounts and then transferred during the year into the Employee Benefit fund from which benefit payments are actually made.

The City Council has established an Employee Benefits Committee. The Committee is advisory to the City Council on health and welfare issues and is comprised of representatives from each of the City's bargaining units and management.

MISSION

The mission of the Employee Benefits Division is to provide negotiated benefits to City employees while recognizing cost containment needs.

GOAL

- ◇ Prepare a cost comparison between an employee benefit cafeteria plan and the current employee benefit plan.

OBJECTIVES

PERFORMANCE MEASUREMENTS/INDICATORS

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| 1. Assess the feasibility of the City establishing a cafeteria plan for employee benefits. | Assessment and report completed by December 31, 2005. |
| 2. Establish and maintain an adequate reserve fund. | At the end of the fiscal year, June 30, 2005, an adequate reserve fund will be available for year-to-year stability within the self-insured employee benefits program. |

2004-2005 BUDGET HIGHLIGHTS

It is anticipated that Employee health plan coverage will continue to increase significantly over the next several years. No other significant changes in program direction, expenditures or revenues are anticipated during the fiscal year. It is anticipated, however, that the City will continue for at least the next fiscal year to encounter increases in the health plan coverage.