

Employment Services

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2014 Breakthrough Strategies

| Department Breakthrough Strategy | Measurable Outcome | Measured or Completed By: | Strategic Plan Goal |
|---|---|---------------------------|-------------------------|
| Implement the second phase of transforming the City's culture by developing next-tier customer service standards and training employee customer service problem solving skills | Standards developed & targeted training conducted | Q3 | Transforming Government |
| Implement a fiscally sound, robust merit-pay program that is aligned with the City's compensation philosophy and rewards employee's contributions to business performance | Merit pay program implemented | Q1 | Transforming Government |
| Enhance the Employee Reward and Recognition Program to identify employee/manager needs not covered in 2013 and implement cost-effective solutions to increase program effectiveness | Feedback collected & changes implemented | Q3 | Transforming Government |
| Implement the new medical plan that saves the City money, while providing more robust options to employees | Robust medical plan implemented | Q4 | Transforming Government |

All Funds Summary

| | 2012 Actual | 2013 | * 2013 | 2014 Budget | 2014 Budget - |
|---------------------------------------|---------------------|---------------------|---------------------|---------------------|--------------------------|
| | | Original Budget | Amended Budget | | * 2013 Amended Budget |
| Use of Funds | | | | | |
| General Fund | \$872,268 | \$1,035,314 | \$1,041,359 | \$1,144,752 | \$103,393 |
| PSST | 139,862 | 0 | 0 | 0 | 0 |
| Employee Benefits Self-Insurance Fund | 23,577,159 | 31,308,850 | 31,310,091 | 32,480,995 | 1,170,904 |
| Total | \$24,589,289 | \$32,344,164 | \$32,351,450 | \$33,625,747 | \$1,274,297 |
| Positions | | | | | |
| General Fund | 7.75 | 10.00 | 11.00 | 11.00 | 0.00 |
| Other Funds | 4.30 | 4.30 | 4.30 | 4.30 | 0.00 |
| Total | 12.05 | 14.30 | 15.30 | 15.30 | 0.00 |

*2013 Amended Budget as of 8/20/2013

Significant Changes vs. 2013

| | | |
|--------------------------------------|--|-----------|
| General Fund | Net Increase to fund 2014 salary structure, pay for performance, pay practices and medical plan | \$13,360 |
| | Increase in funding for 1.00 FTE Compensation Analyst II (added during 2013) | 75,546 |
| | Net Increase in multiple operating lines per trending costs | 14,487 |
| Employee Benefit Self-Insurance Fund | Increase mainly due to medical plan administration costs, healthcare reform costs and increased claims expense | 1,170,904 |

Human Resources

Employment Services - General Fund

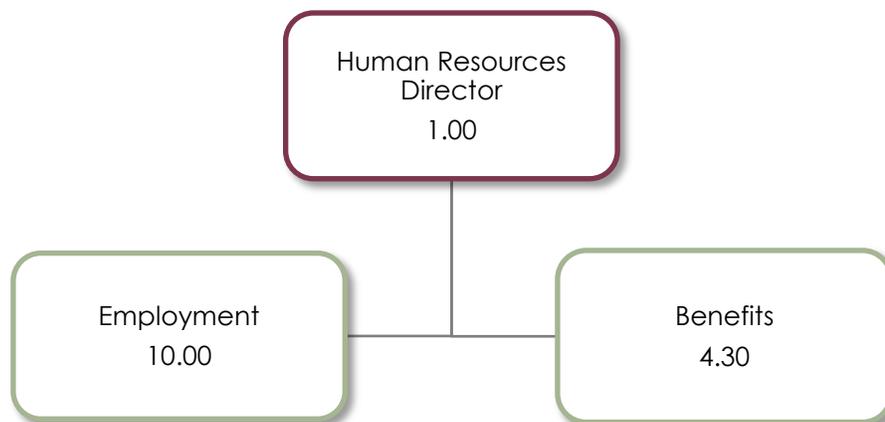
The Employment Division provides services to the entire organization including candidate selection, employee training, and professional development. The Employment Division oversees a variety of functions including: employment law and regulations compliance enforcement; position classification and compensation; 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 2013 and changes occurring as part of the 2014 Budget for each Fund including General Fund, PSST, and Employee Benefits Self Insurance Fund.

| General Fund | Use of Funds | 2011 Actual | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget |
|------------------------|------------------------------|------------------|----------------------|-----------------------|-----------------------|-------------------------------------|-------------------------------------|
| | Salary/Benefits/ Pensions | \$743,444 | \$819,293 | \$962,739 | \$968,784 | \$1,072,177 | \$103,393 |
| | Operating | 46,912 | 52,626 | 72,075 | 72,075 | 72,075 | 0 |
| | Capital Outlay | 337 | 349 | 500 | 500 | 500 | 0 |
| | Total | \$790,693 | \$872,268 | \$1,035,314 | \$1,041,359 | \$1,144,752 | \$103,393 |
| | | | | | | | |
| | Position Title | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget | |
| | Administrative Technician | 2.00 | 3.00 | 3.00 | 3.00 | 0.00 | |
| | Analyst | 1.75 | 2.00 | 3.00 | 3.00 | 0.00 | |
| | Human Resources Director | 1.00 | 1.00 | 1.00 | 1.00 | 0.00 | |
| Manager | 2.00 | 3.00 | 3.00 | 3.00 | 0.00 | | |
| Supervisor | 1.00 | 1.00 | 1.00 | 1.00 | 0.00 | | |
| Total Positions | 7.75 | 10.00 | 11.00 | 11.00 | 0.00 | | |

| Funding Changes | During 2013 | * 2013 Amended - 2013 Original Budget |
|-----------------------|--|---------------------------------------|
| | Implement 2013 civilian merit pay | \$6,045 |
| | Total During 2013 | \$6,045 |
| | For 2014 | 2014 Budget - * 2013 Amended Budget |
| | Increase to realign eligible positions to new salary structure | \$0 |
| | Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes) | 5,340 |
| | Increase for pay for performance | 11,301 |
| | Decrease to align pay practices with industry standards | (3,281) |
| | Increase for 1.00 FTE Analyst II position for compensation management | 75,546 |
| | Net Increase in multiple lines per trending costs | 14,487 |
| Total For 2014 | \$103,393 | |

*2013 Amended Budget as of 8/20/2013

| PSST | Use of Funds | 2011 Actual | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget |
|------|---------------------------|------------------|----------------------|-----------------------|-----------------------|-------------------------------------|-------------------------------------|
| | Salary/Benefits/Pensions | \$132,768 | \$138,611 | \$0 | \$0 | \$0 | \$0 |
| | Operating | 1,326 | 1,251 | 0 | 0 | 0 | 0 |
| | Capital Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| | Total | \$134,094 | \$139,862 | \$0 | \$0 | \$0 | \$0 |
| | Positions | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget | |
| | Administrative Technician | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| | Analyst | 1.00 | 0.00 | 0.00 | 0.00 | 0.00 | |
| | Total Positions | 2.00 | 0.00 | 0.00 | 0.00 | 0.00 | |

| Funding Changes | During 2013 | * 2013 Amended - 2013 Original Budget |
|-----------------------|--------------------------|---------------------------------------|
| | None | \$0 |
| | Total During 2013 | \$0 |
| | For 2014 | 2014 Budget - * 2013 Amended Budget |
| | None | \$0 |
| Total For 2014 | \$0 | |

| Position Changes | During 2013 | * 2013 Amended - 2013 Original Budget |
|-----------------------|--------------------------|---------------------------------------|
| | None | 0.00 |
| | Total During 2013 | 0.00 |
| | For 2014 | 2014 Budget - * 2013 Amended Budget |
| | None | 0.00 |
| Total For 2014 | 0.00 | |

*2013 Amended Budget as of 8/20/2013

| Employee Benefits Self-Insurance Fund | Source of Funds | 2011 Actual | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget |
|---------------------------------------|--------------------------|---------------------|---------------------|----------------------|-----------------------|---------------------|-------------------------------------|
| | Clinical Co Pay | \$77,578 | \$127,057 | \$115,000 | \$115,000 | \$109,000 | (\$6,000) |
| | Interest/Other | 50,262 | 19,043 | 50,000 | 50,000 | 10,630 | (39,370) |
| | Other Funds | 24,695,482 | 24,199,680 | 31,143,850 | 31,143,850 | 32,361,365 | 1,217,515 |
| | Total | \$24,823,322 | \$24,345,780 | \$31,308,850 | \$31,308,850 | \$32,480,995 | \$1,172,145 |
| | Use of Funds | 2011 Actual | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 Amended Budget |
| | Salary/Benefits/Pensions | \$219,983 | \$249,744 | \$266,986 | \$268,227 | \$276,659 | \$8,432 |
| | Operating | 26,396,288 | 23,327,415 | 31,041,864 | 31,041,864 | 32,204,336 | 1,162,472 |
| | Capital Outlay | 0 | 0 | 0 | 0 | 0 | 0 |
| | Total | \$26,616,271 | \$23,577,159 | \$31,308,850 | \$31,310,091 | \$32,480,995 | \$1,170,904 |

| Positions | Position Title | 2012 Actual | 2013 Original Budget | * 2013 Amended Budget | 2014 Budget | 2014 Budget - * 2013 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 |
| | Clinical Assistant | 1.00 | 1.00 | 1.00 | 0.00 | (1.00) |
| | Medical Office Specialist | 0.00 | 0.00 | 0.00 | 1.00 | 1.00 |
| | Risk Supervisor | 0.30 | 0.30 | 0.30 | 0.30 | 0.00 |
| | Senior Office Specialist | 1.00 | 1.00 | 1.00 | 1.00 | 0.00 |
| | Total Positions | 4.30 | 4.30 | 4.30 | 4.30 | 0.00 |

| Funding Changes | During 2013 | * 2013 Amended - 2013 Original Budget |
|--|--|---------------------------------------|
| | Implement 2013 civilian merit pay | \$1,241 |
| | Total During 2013 | \$1,241 |
| | For 2014 | 2014 Budget - * 2013 Amended Budget |
| | Increase to realign eligible positions to new salary structure | \$0 |
| | Net Increase for medical plan (increased plan costs partially offset by cost decreases from new, expanded, nationwide network, best practice shift to consumer driven health plan and other plan design changes) | 2,781 |
| | Increase for pay for performance | 2,714 |
| | Decrease to align pay practices with industry standards | 0 |
| | Increase for reclass of a Clinical Assistant to a Medical Office Specialist | 4,178 |
| | Net Decrease in multiple lines per trending costs | (1,241) |
| Increase operating for Medical Plan cost increases | 1,162,472 | |
| Total For 2014 | \$1,170,904 | |

*2013 Amended Budget as of 8/20/2013

**City of Colorado Springs
Budget Detail Report**

001 GENERAL FUND
EMPLOYMENT SERVICES

| Account # | Description | 2011 Actuals | 2012 Actuals | 2013 Budget | 2014 Budget | 2013 Budget to 2014 Budget \$ Change | 2013 Budget to 2014 Budget % Change |
|------------------------------------|--------------------------------|----------------|----------------|------------------|------------------|--|---|
| 51205 | CIVILIAN SALARIES | 582,668 | 623,966 | 759,886 | 825,907 | 66,021 | 8.69% |
| 51210 | OVERTIME | 488 | 294 | 500 | 500 | 0 | 0.00% |
| 51220 | SEASONAL TEMPORARY | 9,252 | 15,252 | 1,500 | 7,000 | 5,500 | 366.67% |
| 51245 | RETIREMENT TERM VACATION | 6,261 | 6,888 | 0 | 0 | 0 | 0.00% |
| 51260 | VACATION BUY PAY OUT | 1,884 | 2,495 | 0 | 0 | 0 | 0.00% |
| 51299 | SALARIES REIMBURSEMENTS | (3,661) | (7,304) | 0 | 0 | 0 | 0.00% |
| 51610 | PERA | 78,195 | 85,978 | 101,767 | 112,050 | 10,283 | 10.10% |
| 51612 | RETIREMENT HEALTH SAVINGS | 12,502 | 12,502 | 0 | 0 | 0 | 0.00% |
| 51615 | WORKERS COMPENSATION | 1,505 | 1,624 | 1,692 | 1,573 | (119) | -7.03% |
| 51620 | EQUITABLE LIFE INSURANCE | 1,605 | 1,747 | 2,160 | 3,186 | 1,026 | 47.50% |
| 51640 | DENTAL INSURANCE | 2,393 | 3,047 | 4,140 | 4,620 | 480 | 11.59% |
| 51665 | CASH BACK | 1,128 | 663 | 0 | 0 | 0 | 0.00% |
| 51670 | PARKING FOR EMPLOYEES | 1,550 | 1,800 | 2,400 | 2,640 | 240 | 10.00% |
| 51690 | MEDICARE | 8,622 | 9,430 | 10,787 | 12,005 | 1,218 | 11.29% |
| 51695 | CITY EPO MEDICAL PLAN | 38,963 | 42,688 | 77,907 | 102,696 | 24,789 | 31.82% |
| 51696 | ADVANTAGE HD MED PLAN | 79 | 16,673 | 0 | 0 | 0 | 0.00% |
| 51697 | HRA BENEFIT TO ADV MED PLAN | 10 | 1,590 | 0 | 0 | 0 | 0.00% |
| 51699 | BENEFITS REIMBURSEMENT | 0 | (40) | 0 | 0 | 0 | 0.00% |
| Total Salaries and Benefits | | 743,444 | 819,293 | 962,739 | 1,072,177 | 109,438 | 11.37% |
| 52105 | MISCELLANEOUS OPERATING | 774 | 0 | 0 | 0 | 0 | 0.00% |
| 52110 | OFFICE SUPPLIES | 2,202 | 2,276 | 5,200 | 5,026 | (174) | -3.35% |
| 52111 | PAPER SUPPLIES | 158 | 877 | 1,100 | 1,212 | 112 | 10.18% |
| 52120 | COMPUTER SOFTWARE | 5,000 | 17,844 | 20,000 | 20,000 | 0 | 0.00% |
| 52122 | CELL PHONES EQUIP AND SUPPLIES | 0 | 1,264 | 1,500 | 1,500 | 0 | 0.00% |
| 52125 | GENERAL SUPPLIES | (54) | 890 | 1,200 | 1,200 | 0 | 0.00% |
| 52135 | POSTAGE | 543 | 232 | 700 | 500 | (200) | -28.57% |
| 52220 | MAINT OFFICE MACHINES | 0 | 0 | 300 | 0 | (300) | -100.00% |
| 52230 | MAINT FURNITURE AND FIXTURES | 0 | 0 | 150 | 0 | (150) | -100.00% |
| 52575 | SERVICES | 11,837 | 10,307 | 1,650 | 9,147 | 7,497 | 454.36% |
| 52590 | TEMPORARY EMPLOYMENT | 0 | 0 | 2,000 | 0 | (2,000) | -100.00% |
| 52605 | CAR MILEAGE | 0 | 0 | 200 | 200 | 0 | 0.00% |
| 52615 | DUES AND MEMBERSHIP | 515 | 594 | 675 | 675 | 0 | 0.00% |
| 52625 | MEETING EXPENSES IN TOWN | (956) | 2,275 | 4,350 | 4,350 | 0 | 0.00% |
| 52630 | TRAINING | 6,917 | 1,468 | 5,050 | 5,050 | 0 | 0.00% |
| 52635 | EMPLOYEE EDUCATIONL ASSISTANCE | 0 | 0 | 600 | 0 | (600) | -100.00% |
| 52645 | SUBSCRIPTIONS | (147) | 1,544 | 2,500 | 2,500 | 0 | 0.00% |
| 52655 | TRAVEL OUT OF TOWN | 4,117 | 691 | 2,000 | 2,000 | 0 | 0.00% |
| 52656 | MOVING EXPENSES | 0 | 641 | 0 | 0 | 0 | 0.00% |
| 52705 | COMMUNICATIONS | 0 | 0 | 2,500 | 0 | (2,500) | -100.00% |
| 52735 | TELEPHONE LONG DIST CALLS | 116 | 370 | 500 | 329 | (171) | -34.20% |
| 52738 | CELL PHONE BASE CHARGES | 0 | 156 | 0 | 400 | 400 | 0.00% |
| 52775 | MINOR EQUIPMENT | 1,080 | 741 | 350 | 350 | 0 | 0.00% |
| 52776 | PRINTER CONSOLIDATION COST | 0 | 3,347 | 4,000 | 4,000 | 0 | 0.00% |
| 52795 | RENTAL OF EQUIPMENT | 3,578 | 1,083 | 50 | 50 | 0 | 0.00% |
| 52874 | OFFICE SERVICES PRINTING | 159 | 729 | 1,500 | 729 | (771) | -51.40% |
| 52875 | OFFICE SERVICES RECORDS | 853 | 839 | 2,000 | 857 | (1,143) | -57.15% |
| 65160 | RECRUITMENT | 7,227 | 3,600 | 5,000 | 5,000 | 0 | 0.00% |
| 65353 | DIVERSITY TRAINING | 0 | 35 | 1,000 | 1,000 | 0 | 0.00% |
| 65358 | LRC & LEADERSHIP DEV | 2,993 | 823 | 6,000 | 6,000 | 0 | 0.00% |
| Total Operating Expenses | | 46,912 | 52,626 | 72,075 | 72,075 | 0 | 0.00% |
| 53010 | OFFICE MACHINES | 190 | 349 | 0 | 0 | 0 | 0.00% |
| 53030 | FURNITURE AND FIXTURES | 147 | 0 | 500 | 500 | 0 | 0.00% |
| Total Capital Outlay | | 337 | 349 | 500 | 500 | 0 | 0.00% |
| Total Expenses | | 790,693 | 872,268 | 1,035,314 | 1,144,752 | 109,438 | 10.57% |

Totals may differ from narratives due to rounding.

**City of Colorado Springs
Budget Detail Report**

171 PUBLIC SAFETY SALES TAX
EMPLOYMENT SERVICES

| Account # | Description | 2011 Actuals | 2012 Actuals | 2013 Budget | 2014 Budget | 2013 Budget to 2014 Budget \$ Change | 2013 Budget to 2014 Budget % Change |
|------------------------------------|-----------------------------|---------------------|---------------------|--------------------|--------------------|---|--|
| 51205 | CIVILIAN SALARIES | 101,063 | 104,718 | 0 | 0 | 0 | 0.00% |
| 51210 | OVERTIME | 0 | 243 | 0 | 0 | 0 | 0.00% |
| 51260 | VACATION BUY PAY OUT | 937 | 968 | 0 | 0 | 0 | 0.00% |
| 51299 | SALARIES REIMBURSEMENTS | (1,894) | 0 | 0 | 0 | 0 | 0.00% |
| 51610 | PERA | 13,481 | 13,649 | 0 | 0 | 0 | 0.00% |
| 51615 | WORKERS COMPENSATION | 257 | 265 | 0 | 0 | 0 | 0.00% |
| 51620 | EQUITABLE LIFE INSURANCE | 285 | 288 | 0 | 0 | 0 | 0.00% |
| 51640 | DENTAL INSURANCE | 841 | 845 | 0 | 0 | 0 | 0.00% |
| 51670 | PARKING FOR EMPLOYEES | 480 | 280 | 0 | 0 | 0 | 0.00% |
| 51690 | MEDICARE | 1,431 | 1,449 | 0 | 0 | 0 | 0.00% |
| 51695 | CITY EPO MEDICAL PLAN | 15,727 | 8,207 | 0 | 0 | 0 | 0.00% |
| 51696 | ADVANTAGE HD MED PLAN | 144 | 6,941 | 0 | 0 | 0 | 0.00% |
| 51697 | HRA BENEFIT TO ADV MED PLAN | 16 | 758 | 0 | 0 | 0 | 0.00% |
| Total Salaries and Benefits | | 132,768 | 138,611 | 0 | 0 | 0 | 0.00% |
| 52110 | OFFICE SUPPLIES | 67 | 0 | 0 | 0 | 0 | 0.00% |
| 52705 | COMMUNICATIONS | 1,250 | 1,251 | 0 | 0 | 0 | 0.00% |
| 52874 | OFFICE SERVICES PRINTING | 9 | 0 | 0 | 0 | 0 | 0.00% |
| Total Operating Expenses | | 1,326 | 1,251 | 0 | 0 | 0 | 0.00% |
| Total Capital Outlay | | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Total Expenses | | 134,094 | 139,862 | 0 | 0 | 0 | 0.00% |

Totals may differ from narratives due to rounding.

**City of Colorado Springs
Budget Detail Report**

504 HEALTH INSURANCE FUND

Risk Emp Ben

| Account # | Description | 2011 Actuals | 2012 Actuals | 2013 Budget | 2014 Budget | 2013 Budget to 2014 Budget \$ Change | 2013 Budget to 2014 Budget % Change |
|------------------------------------|--------------------------------|----------------|----------------|----------------|----------------|--|---|
| 51205 | CIVILIAN SALARIES | 167,235 | 187,599 | 202,613 | 201,520 | (1,093) | -0.54% |
| 51210 | OVERTIME | 0 | 207 | 0 | 500 | 500 | 0.00% |
| 51245 | RETIREMENT TERM VACATION | 1,377 | 729 | 0 | 0 | 0 | 0.00% |
| 51260 | VACATION BUY PAY OUT | 1,303 | 1,033 | 0 | 0 | 0 | 0.00% |
| 51299 | SALARIES REIMBURSEMENTS | (3,220) | (2,989) | 0 | 0 | 0 | 0.00% |
| 51610 | PERA | 21,704 | 20,826 | 25,070 | 27,236 | 2,166 | 8.64% |
| 51615 | WORKERS COMPENSATION | 427 | 473 | 445 | 378 | (67) | -15.06% |
| 51620 | EQUITABLE LIFE INSURANCE | 464 | 468 | 559 | 679 | 120 | 21.47% |
| 51640 | DENTAL INSURANCE | 1,130 | 1,137 | 1,346 | 1,368 | 22 | 1.63% |
| 51665 | CASH BACK | 361 | 353 | 0 | 0 | 0 | 0.00% |
| 51670 | PARKING FOR EMPLOYEES | 900 | 880 | 1,060 | 1,060 | 0 | 0.00% |
| 51690 | MEDICARE | 2,303 | 2,209 | 2,937 | 2,882 | (55) | -1.87% |
| 51695 | CITY EPO MEDICAL PLAN | 25,839 | 22,918 | 32,956 | 41,036 | 8,080 | 24.52% |
| 51696 | ADVANTAGE HD MED PLAN | 144 | 6,941 | 0 | 0 | 0 | 0.00% |
| 51697 | HRA BENEFIT TO ADV MED PLAN | 16 | 758 | 0 | 0 | 0 | 0.00% |
| 51699 | BENEFITS REIMBURSEMENT | 0 | 6,202 | 0 | 0 | 0 | 0.00% |
| Total Salaries and Benefits | | 219,983 | 249,744 | 266,986 | 276,659 | 9,673 | 3.62% |
| 52110 | OFFICE SUPPLIES | 2,068 | 1,486 | 1,600 | 1,780 | 180 | 11.25% |
| 52111 | PAPER SUPPLIES | 0 | 0 | 720 | 0 | (720) | -100.00% |
| 52115 | MEDICAL SUPPLIES | 3,550 | 4,361 | 5,500 | 5,500 | 0 | 0.00% |
| 52116 | PHARMACEUTICALS | 11,484 | 13,402 | 17,380 | 27,380 | 10,000 | 57.54% |
| 52120 | COMPUTER SOFTWARE | 33,067 | 33,732 | 0 | 0 | 0 | 0.00% |
| 52125 | GENERAL SUPPLIES | 758 | 155 | 1,150 | 800 | (350) | -30.43% |
| 52135 | POSTAGE | 4,612 | 4,823 | 5,080 | 5,080 | 0 | 0.00% |
| 52165 | LICENSES AND TAGS | 0 | 0 | 50 | 0 | (50) | -100.00% |
| 52220 | MAINT OFFICE MACHINES | 232 | 243 | 0 | 0 | 0 | 0.00% |
| 52305 | MAINT SOFTWARE | 0 | 0 | 33,200 | 37,000 | 3,800 | 11.45% |
| 52460 | MEDICAL SERVICE | 0 | 0 | 303,000 | 303,000 | 0 | 0.00% |
| 52560 | PARKING SERVICES | 3,250 | 3,405 | 4,500 | 3,385 | (1,115) | -24.78% |
| 52568 | BANK AND INVESTMENT FEES | 0 | 1,107 | 0 | 1,107 | 1,107 | 0.00% |
| 52573 | CREDIT CARD FEES | 517 | 658 | 750 | 750 | 0 | 0.00% |
| 52575 | SERVICES | 501,974 | 456,648 | 249,300 | 238,500 | (10,800) | -4.33% |
| 52590 | TEMPORARY EMPLOYMENT | 6,125 | 9,353 | 0 | 4,000 | 4,000 | 0.00% |
| 52615 | DUES AND MEMBERSHIP | 5,380 | 5,479 | 5,580 | 5,550 | (30) | -0.54% |
| 52630 | TRAINING | 1,062 | 697 | 1,500 | 2,900 | 1,400 | 93.33% |
| 52635 | EMPLOYEE EDUCATIONL ASSISTANCE | 0 | 0 | 1,500 | 0 | (1,500) | -100.00% |
| 52645 | SUBSCRIPTIONS | 0 | 0 | 100 | 0 | (100) | -100.00% |
| 52655 | TRAVEL OUT OF TOWN | 511 | 542 | 0 | 0 | 0 | 0.00% |
| 52705 | COMMUNICATIONS | 4,534 | 4,533 | 4,800 | 4,600 | (200) | -4.17% |
| 52735 | TELEPHONE LONG DIST CALLS | 37 | 60 | 50 | 50 | 0 | 0.00% |
| 52738 | CELL PHONE BASE CHARGES | 0 | 0 | 500 | 0 | (500) | -100.00% |
| 52740 | GENERAL INSURANCE-CITY | 4,911 | 3,888 | 5,500 | 4,895 | (605) | -11.00% |
| 52775 | MINOR EQUIPMENT | 50 | 2,380 | 1,000 | 1,000 | 0 | 0.00% |
| 52776 | PRINTER CONSOLIDATION COST | 0 | 3,849 | 4,700 | 4,020 | (680) | -14.47% |
| 52795 | RENTAL OF EQUIPMENT | 5,376 | 961 | 0 | 0 | 0 | 0.00% |
| 52874 | OFFICE SERVICES PRINTING | 4,798 | 2,770 | 5,200 | 5,150 | (50) | -0.96% |
| 52875 | OFFICE SERVICES RECORDS | 5,149 | 0 | 0 | 0 | 0 | 0.00% |
| 60139 | VISION CLAIM EXPENSES | 496,436 | 446,053 | 490,000 | 400,000 | (90,000) | -18.37% |
| 60140 | MEDICAL CLAIMS EXPENSES | 17,571,502 | 15,838,398 | 21,566,704 | 21,605,889 | 39,185 | 0.18% |
| 60170 | HRA BENEFIT EXPENSE | 5,899 | 125,103 | 143,000 | 330,000 | 187,000 | 130.77% |
| 60171 | WELLNESS PROGRAM | 4,386 | 7,122 | 20,000 | 15,000 | (5,000) | -25.00% |
| 60231 | CLAIMS INCURRED NOT REPORT | 456,603 | (697,853) | 700,000 | 750,000 | 50,000 | 7.14% |
| 60238 | PRESCRIPTION ADMIN FEES | 165,021 | 159,987 | 170,000 | 165,000 | (5,000) | -2.94% |
| 60239 | PRESCRIPTION CLAIM EXPENSES | 3,961,263 | 3,855,358 | 3,900,000 | 3,900,000 | 0 | 0.00% |
| 60240 | DENTAL ADMINISTRATIVE FEES | 107,498 | 101,703 | 108,000 | 106,000 | (2,000) | -1.85% |
| 60241 | DENTAL CLAIM EXPENSES | 1,964,904 | 1,814,007 | 2,100,000 | 2,060,000 | (40,000) | -1.90% |
| 60243 | DIABETES TEN CITY CHALLENGE | 55,660 | 54,294 | 60,000 | 60,000 | 0 | 0.00% |
| 60244 | MEDICAL ADMINISTRATIVE FEES | 467,572 | 507,821 | 477,000 | 1,040,000 | 563,000 | 118.03% |
| 60245 | BRIDGES TO EXCELLENCE | 10,885 | 12,020 | 40,000 | 80,000 | 40,000 | 100.00% |
| 60286 | UTILIZATION MGMT | 158,892 | 152,727 | 164,500 | 150,000 | (14,500) | -8.81% |

**City of Colorado Springs
Budget Detail Report**

504 HEALTH INSURANCE FUND
Risk Emp Ben

| Account # | Description | 2011 Actuals | 2012 Actuals | 2013 Budget | 2014 Budget | 2013 Budget to 2014 Budget \$ Change | 2013 Budget to 2014 Budget % Change |
|---------------------------------|---------------------|---------------------|---------------------|--------------------|--------------------|---|--|
| 60413 | DENTAL DRB EXPENSES | 3,074 | 0 | 0 | 0 | 0 | 0.00% |
| 65040 | MISCELLANEOUS | 969 | 0 | 0 | 0 | 0 | 0.00% |
| 65220 | REINSURANCE COSTS | 228,451 | 264,603 | 250,000 | 686,000 | 436,000 | 174.40% |
| 65365 | HEALTH PROGRAMS | 137,828 | 131,540 | 200,000 | 200,000 | 0 | 0.00% |
| Total Operating Expenses | | 26,396,288 | 23,327,415 | 31,041,864 | 32,204,336 | 1,162,472 | 3.74% |
| Total Capital Outlay | | 0 | 0 | 0 | 0 | 0 | 0.00% |
| Total Expenses | | 26,616,271 | 23,577,159 | 31,308,850 | 32,480,995 | 1,172,145 | 3.74% |

Totals may differ from narratives due to rounding.

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