



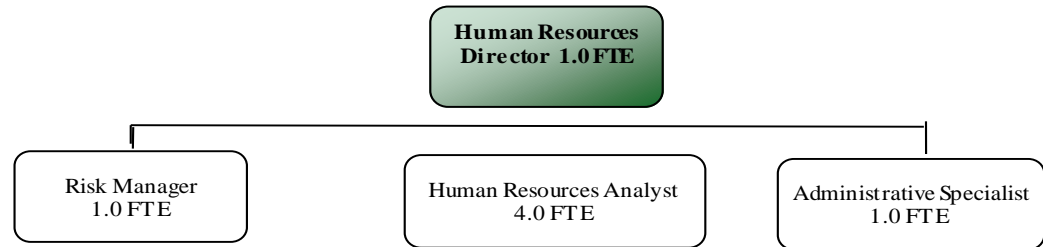
Budget Presentation Fiscal Year 2022



Summary of Services

The City of Springfield’s HR Department provides support and is a business partner to leadership and City employees in the areas of:

1. Employee/Labor Relations
2. Classification and Compensation
3. Benefits
4. Talent Acquisition
5. City-Wide Training
6. Risk Management
7. Leave Administration
8. Administration of Volunteers
9. Payroll



	FY18	FY19	FY20	Proposed
	FTE	FTE	FTE	FTE
100 General Fund	4.90	4.00	4.00	4.00
707 Insurance Fund	4.10	3.00	3.00	3.00
Grand Total	9.00	7.00	7.00	7.00



Budget Summary

	FY19 Actuals	FY20 Actuals	FY21 Amended	FY22 Proposed
5 PERSONNEL SERVICES	839,184	890,023	909,182	949,109
6 MATERIALS & SERVICES	8,168,614	10,092,721	11,604,974	11,814,790
7 CAPITAL OUTLAY	103,191	-	-	-
9 NON-DEPARTMENTAL	981,514	(0)	-	-
Grand Total	\$ 10,092,502	\$ 10,982,744	\$ 12,514,156	\$ 12,763,899

Budget Highlights

- **Budget increase of 2%**
 - HR's general fund budget is staying essentially flat
 - Significant rate increases to property and liability insurances



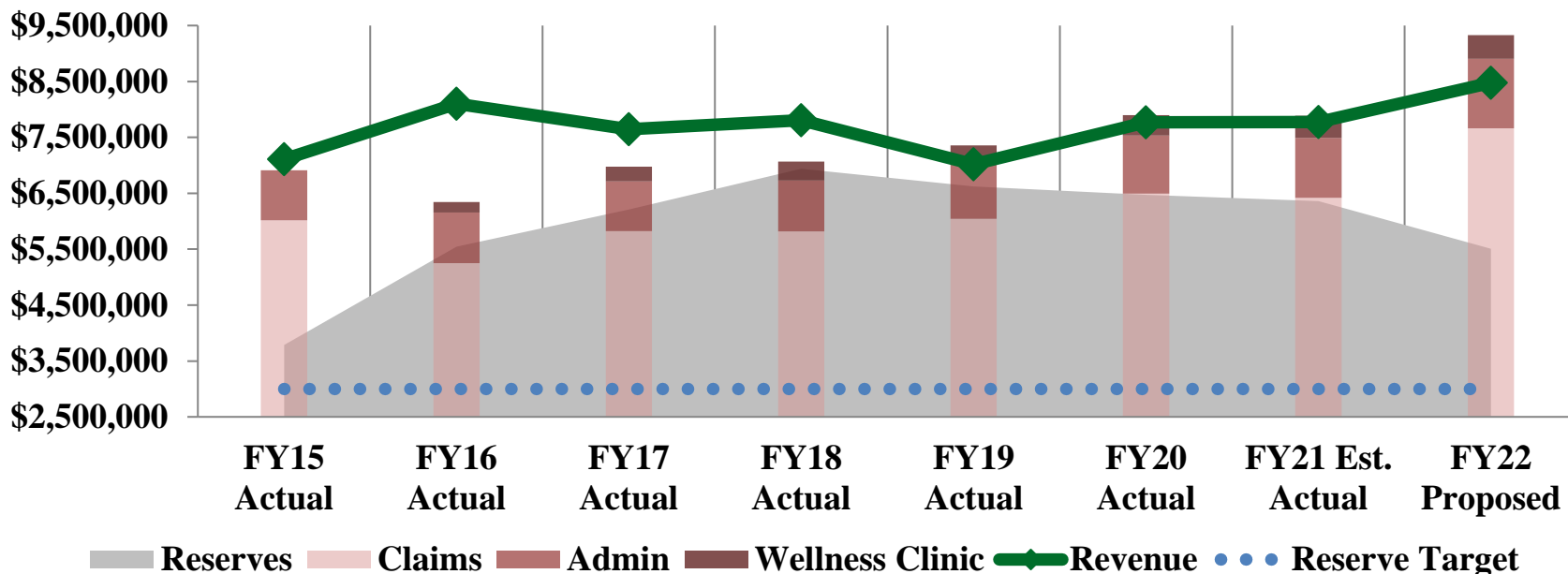
FY21 ACCOMPLISHMENTS

1. Implemented a replacement for the City's on-line recruitment system.
2. Implementation of an Enterprise Risk Management (ERM) Program.
3. Implementation of a Risk Management Information System (RMIS).
4. Supported City Operational changes as a result of COVID-19 and the Holiday Farm fire.
5. League of Oregon Cities Silver Safety Award for the 5th consecutive year.





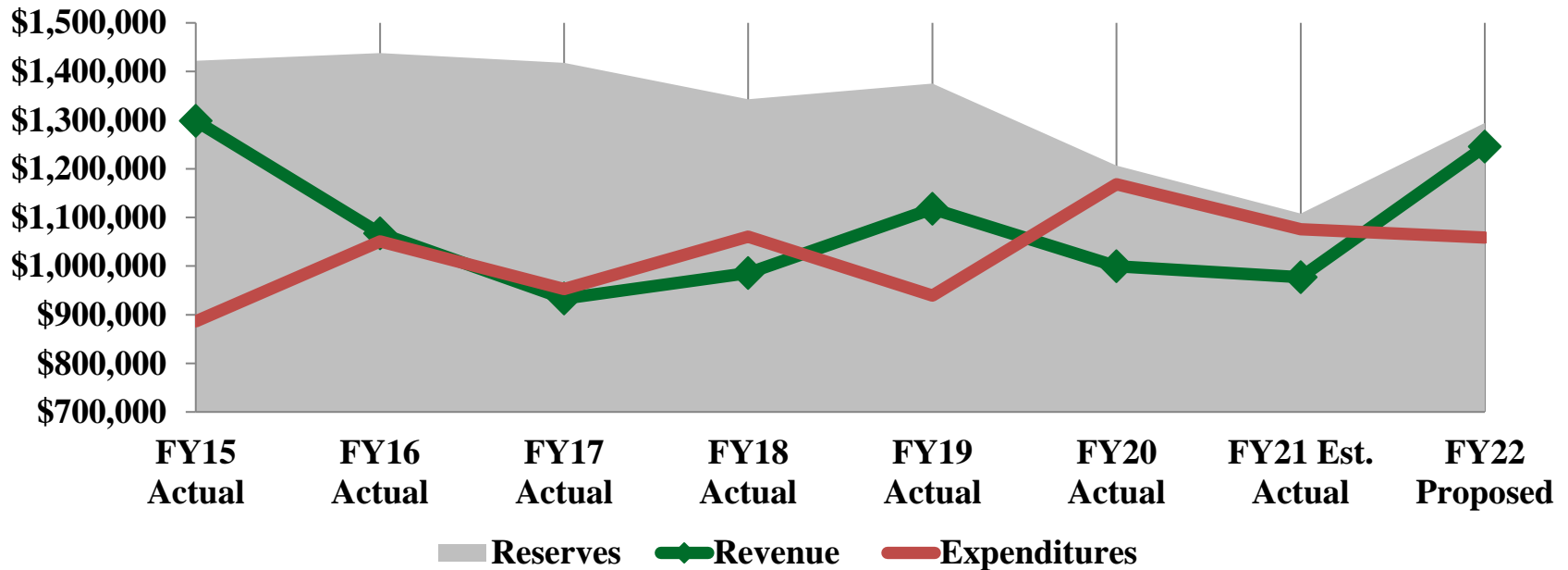
Significant Changes: Self-Funded Medical



- FY21 claim utilization was 85% of expected due to employees forgoing medical procedures out of COVID concerns. We anticipate potential rebound claims in FY22.
- Benefit holidays were issued in FY20 and FY21, reducing revenues. No benefit holiday is anticipated for FY22.



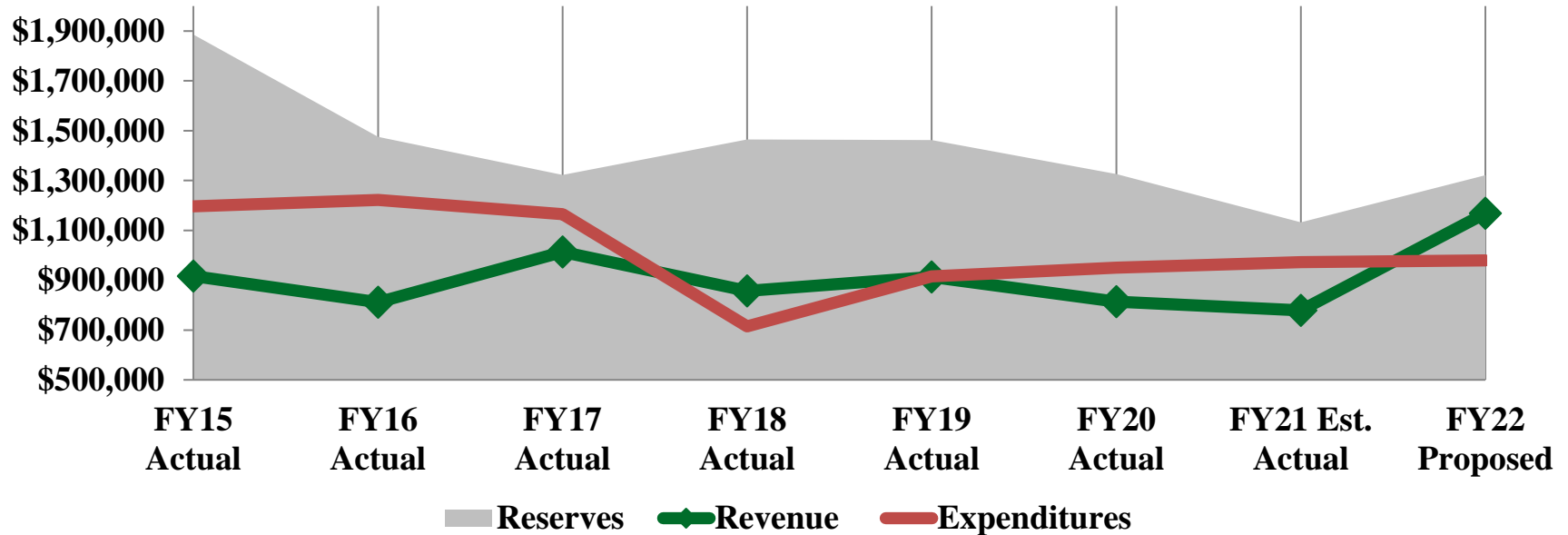
Significant Changes: Property and Liability Insurance



- Property and liability rates are anticipated to increase 20-30% for the next three to four years and the City is subject to a new \$250K per claim deductible due to high Police and Jail claims.
- Target reserve and revenue levels are increased in anticipation of future premium and claim costs.
- The City is taking measures to prevent claims such as implementing best practice results and Enterprise Risk Management (ERM).



Significant Changes: Workers Compensation



- The City held departmental internal charges (revenue) relatively flat in order to bring reserves down to just under \$1M per our actuary’s recommended funding level.
- However, expenses will be higher for a few years as we transition to SAIF coverage while closing out CIS claims.



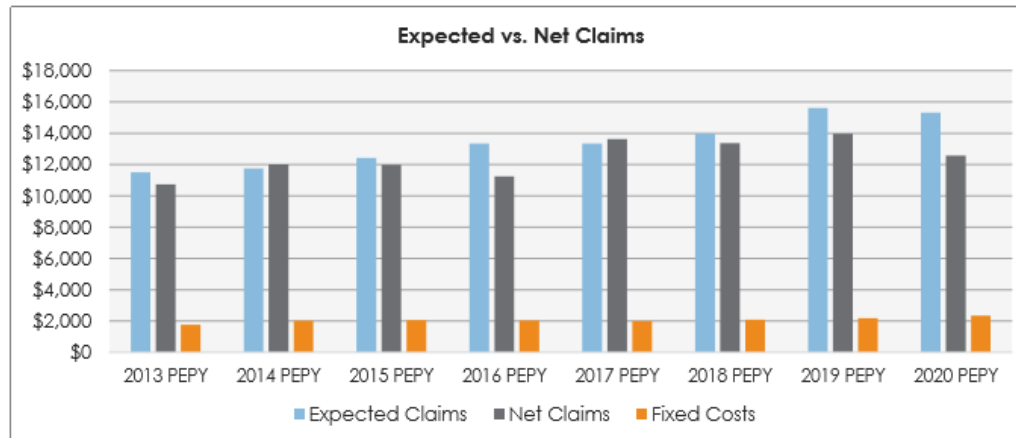
FY22 Initiatives

- 1. Transition workers compensation insurance to a new vendor**
- 2. Continue the formation of the Enterprise Risk Management (ERM) group.**
- 3. Build a business case for either a vendor or technology solution for administering protected leaves**
- 4. Complete an RFP for a single deferred compensation provider**
- 5. Finalize an agreement for a vendor solution for pre-hire criminal history background checks.**
- 6. Improve the City's efforts for diversity and inclusions**

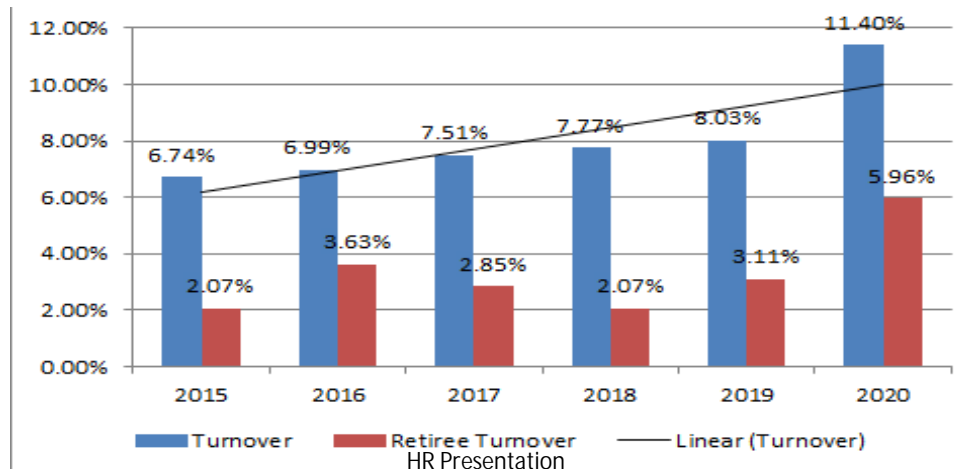


Future Year Considerations

1. Insurance Cost Control - Benefits



2. Turnover & Recruitment



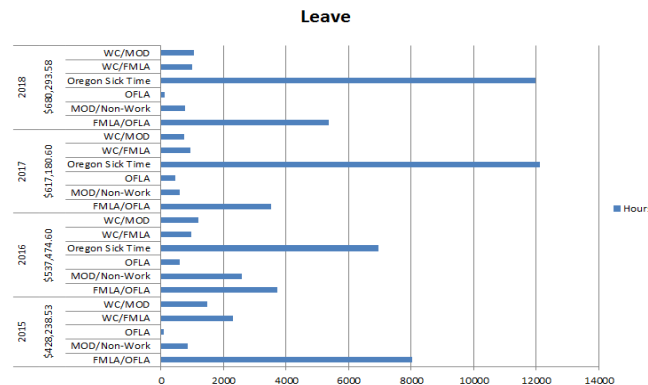


Future Year Considerations

3. Insurance Cost Control (Property and Liability)

	FY15 Actual	FY16 Actual	FY17 Actual	FY18 Actual	FY19 Actual	FY20 Est. Actua	FY21 Proposed
Revenue	1,298,529	1,066,962	933,090	985,494	1,118,037	983,222	1,011,088
Expenditures	886,223	1,051,037	952,937	1,060,773	939,515	1,134,224	1,222,548
Reserves	1,421,986	1,437,911	1,418,064	1,342,785	1,521,307	1,370,305	1,158,845

4. Administration of Protected Leaves



5. Technology



Human Resources



FY 2022

Conclusion