

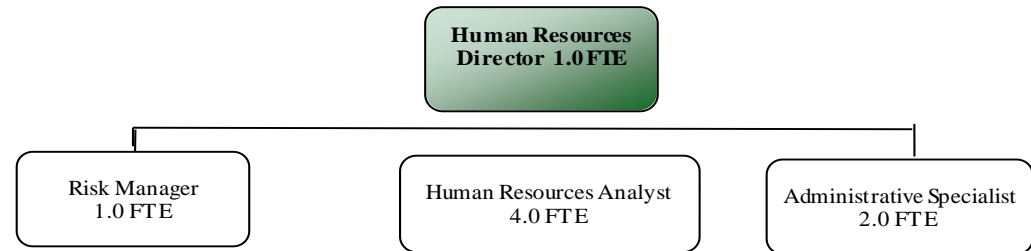
Budget Presentation Fiscal Year 2023



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



	FY20	FY21	FY22	FY23
100 General Fund	4.00	4.00	4.00	4.00
707 Insurance Fund	3.00	3.00	3.00	3.00
204 Special Revenue	-	-	-	1.00
Grand Total	7.00	7.00	7.00	8.00



FY22 ACCOMPLISHMENTS

- 1. Increased the Diversity of the City's Workforce**
- 2. Incentivized COVID-19 Vaccinations**
- 3. Workers Compensation Transition to SAIF**
- 4. Implementation of a Risk Management Information System (RMIS)**
- 5. Implemented a New Background Check Vendor**





Budget Summary

	FY20 Actuals	FY21 Actuals	FY22 Amended	FY23 Proposed
100 General Fund	548,797	624,412	713,820	748,028
204 Special Revenue Fund	-	-	-	103,310
707 Insurance Fund	10,433,946	9,458,572	12,079,329	11,895,681
713 Vehicle & Equipment Fund	-	3,206	4,000	-
Grand Total	\$ 10,982,744	\$ 10,086,190	\$ 12,797,149	\$ 12,747,018

Budget Highlights

- Overall budget staying relatively flat as compared to FY22
 - General Fund: \$90K increase for additional staffing and wage increases
 - Insurance Fund: \$30K increase to the technology budget to purchase a database for statutory leaves and increases to Liability Insurances
- 2021 calendar year benefit cost were lower than expected
- Overall, the City's insurance reserve funds remain healthy

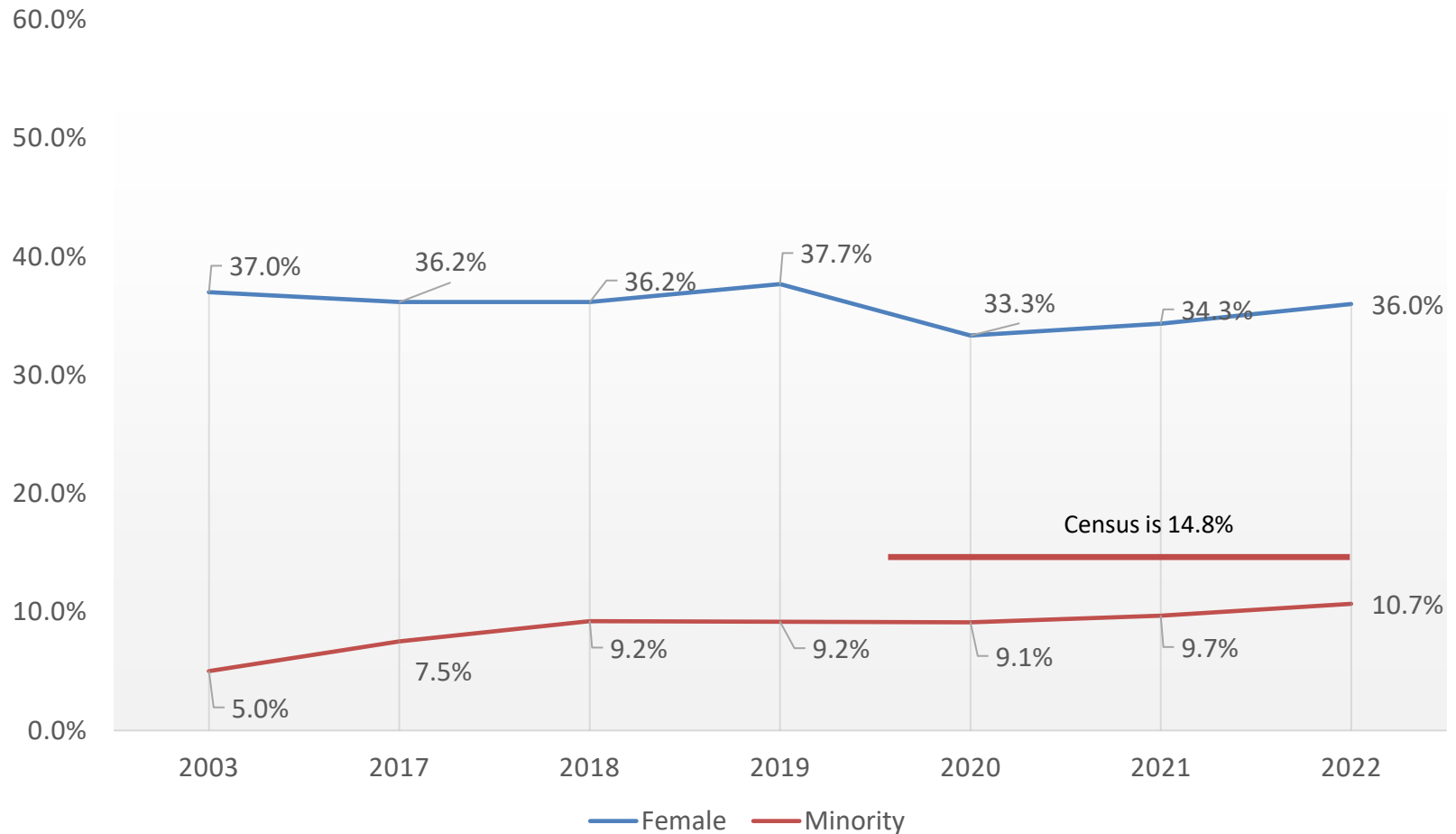


FY23 Initiatives

- 1. Complete an RFP for vendor or technology to administer protected leaves**
- 2. Implement the new Oregon Paid Family Leave Law.**
- 3. Implement the Enterprise Risk Management module within the RMIS system**
- 4. Continue diversity and inclusion efforts.**



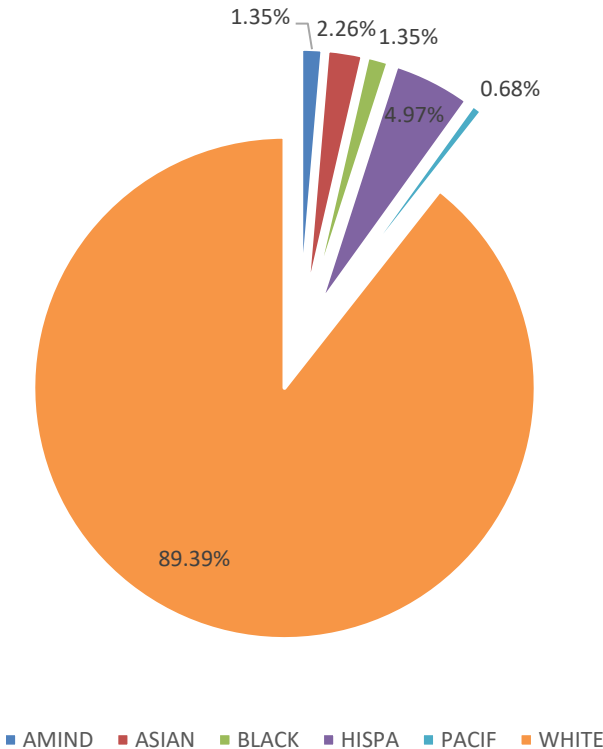
City Wide Diversity



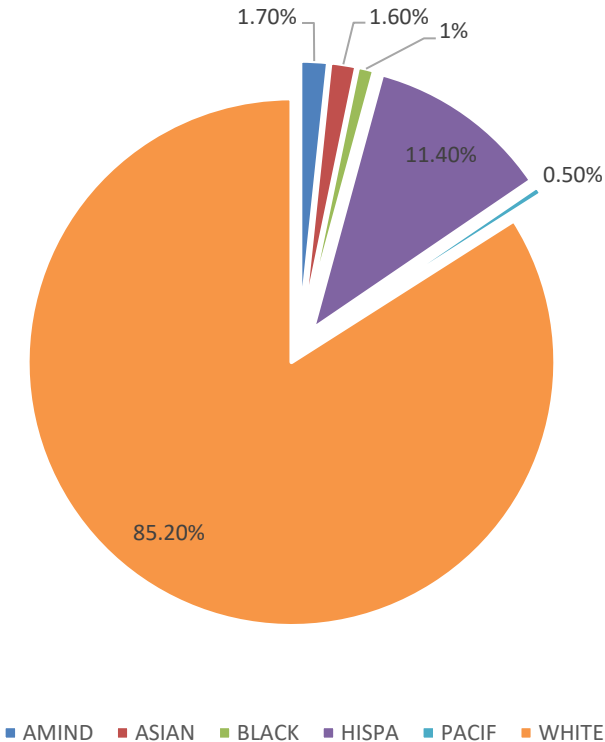


City Wide Diversity Data

2021 City of Springfield Diversity Data



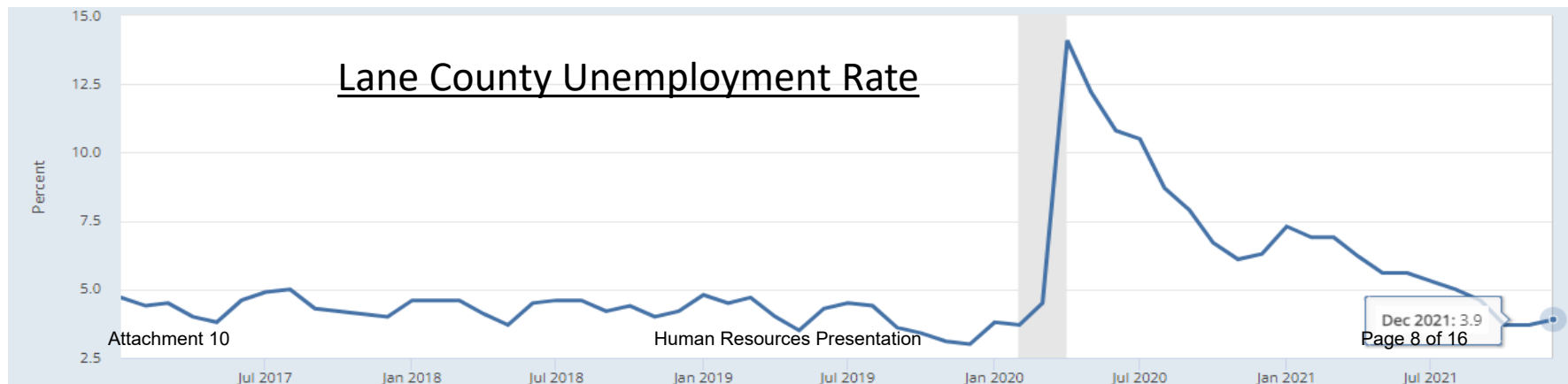
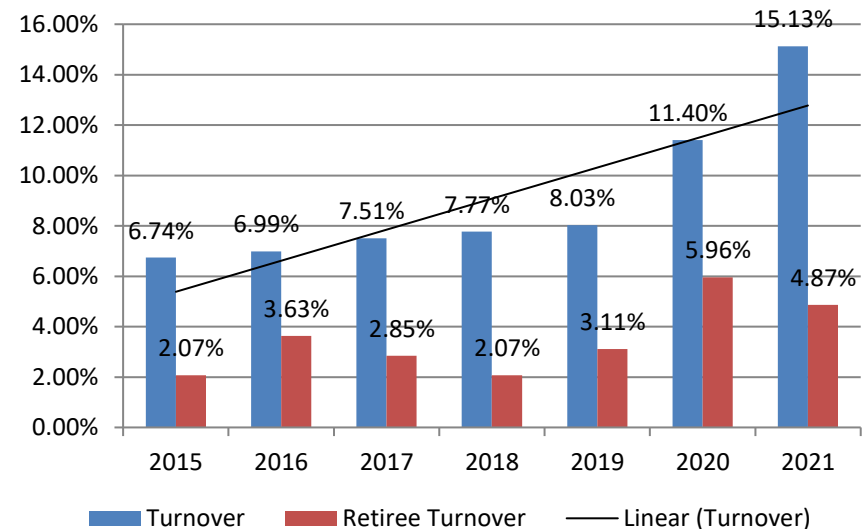
City of Springfield
2019 Population Estimates





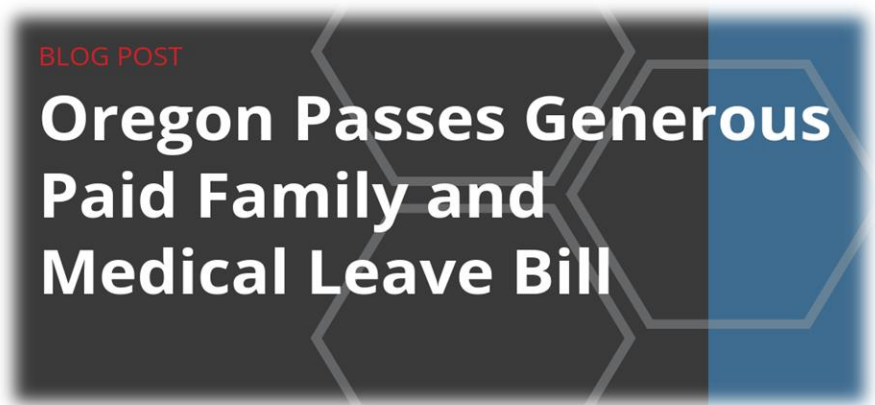
FTE Justification (Part 1)

As an organization, we are seeing an increase in turnover and recruitment. In FY17 the department had 1.5 FTE dedicated to City recruitment of 46 annual job postings. Today the department has a single recruiter working to fill an average of 56 job postings per year.





FTE Justification (Part 2)

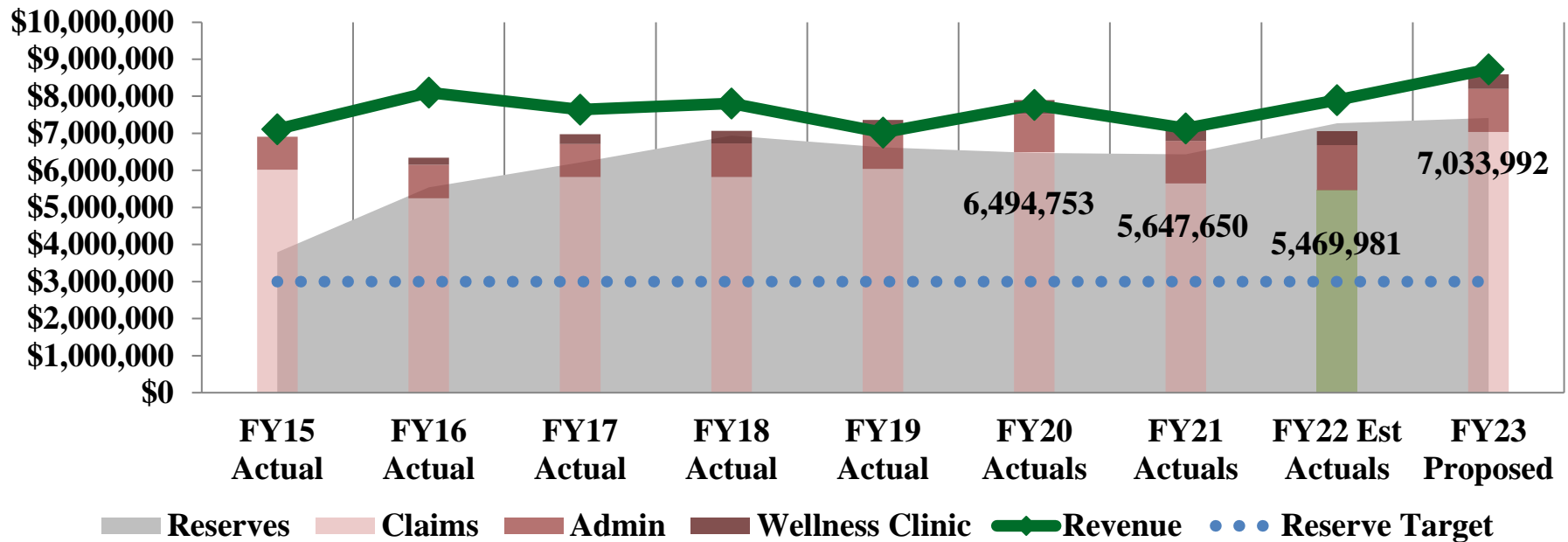




Reserve Fund Updates



Self-Funded Medical Reserves



Medical

- 2% increase to medical/RX and vision plan administration
- Predicting a 11.8% *decrease* to medical/Rx and vision claims for calendar 2022

Dental

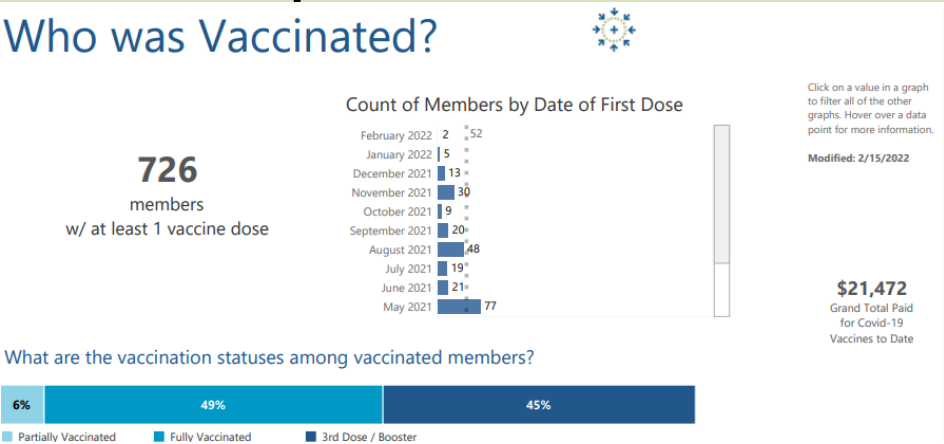
- 1.5% increase to dental administration fees for both 2022 and 2023 calendar years

- Total dental claims are projected to decrease by 3.9% to 6.6% for 2022

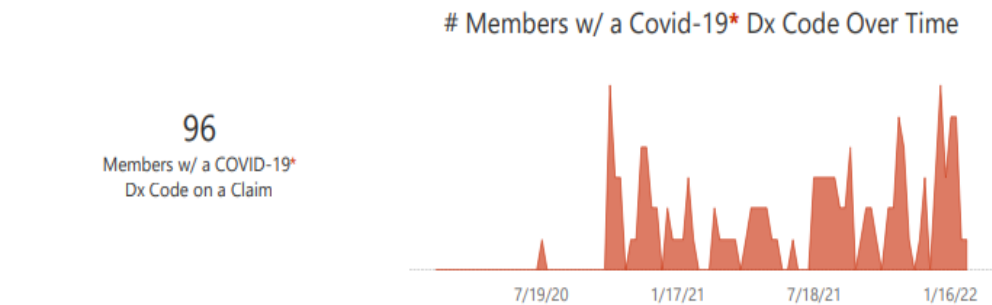


Impact of COVID-19 to Medical Reserves

Who was Vaccinated?



Who has been Diagnosed?



Test & Service Claims Paid To Date for Covid-19 Dx Codes*

No Run-out, No completion factors applied

	2020	2021	2022	Grand Total
Paid Amt - Covid-19* IP Hospital	\$0	\$0	\$0	\$0
Paid Amt - Covid-19* Non-Hospital	\$3,149	\$27,046	\$724	\$30,919
Paid Amt - COVID-19 Tests	\$62,327	\$75,703	\$6,698	\$144,728
Paid Amt - OTC Home Tests	\$0	\$0	\$184	\$184
Paid Amt - Other Covid-19 Related Care	\$440	\$273	\$0	\$713

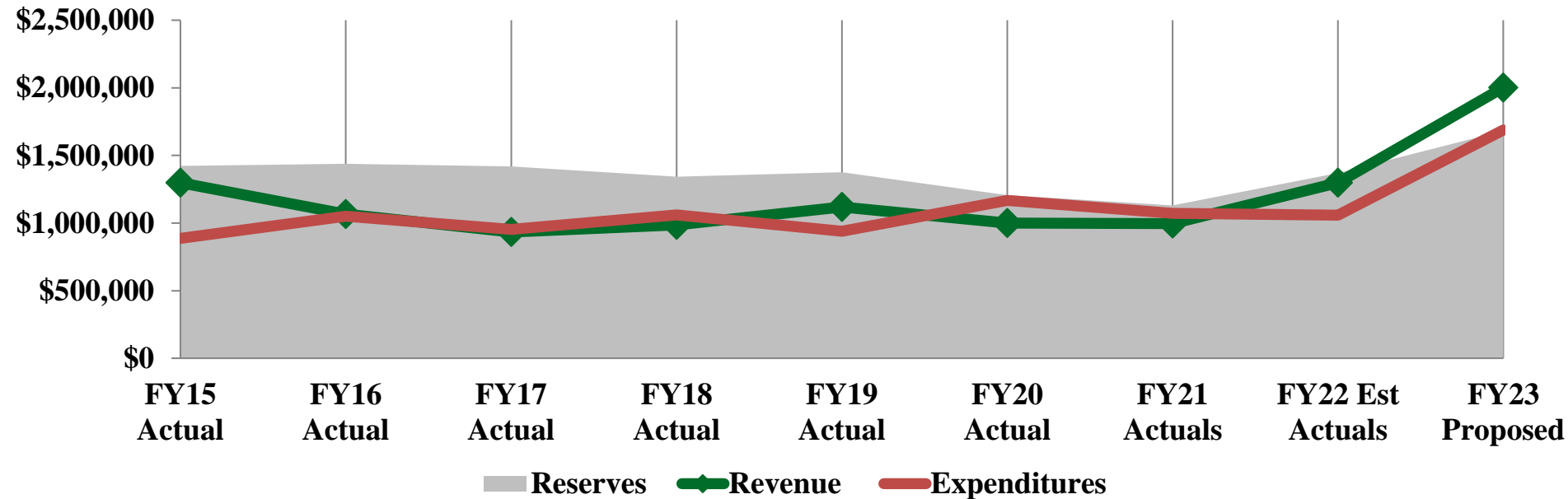
Vaccination Claims Paid To Date

No Run-out, No completion factors applied

	2021	2022	Grand Total
Vaccination Paid Amt	\$19,780	\$1,692	\$21,472



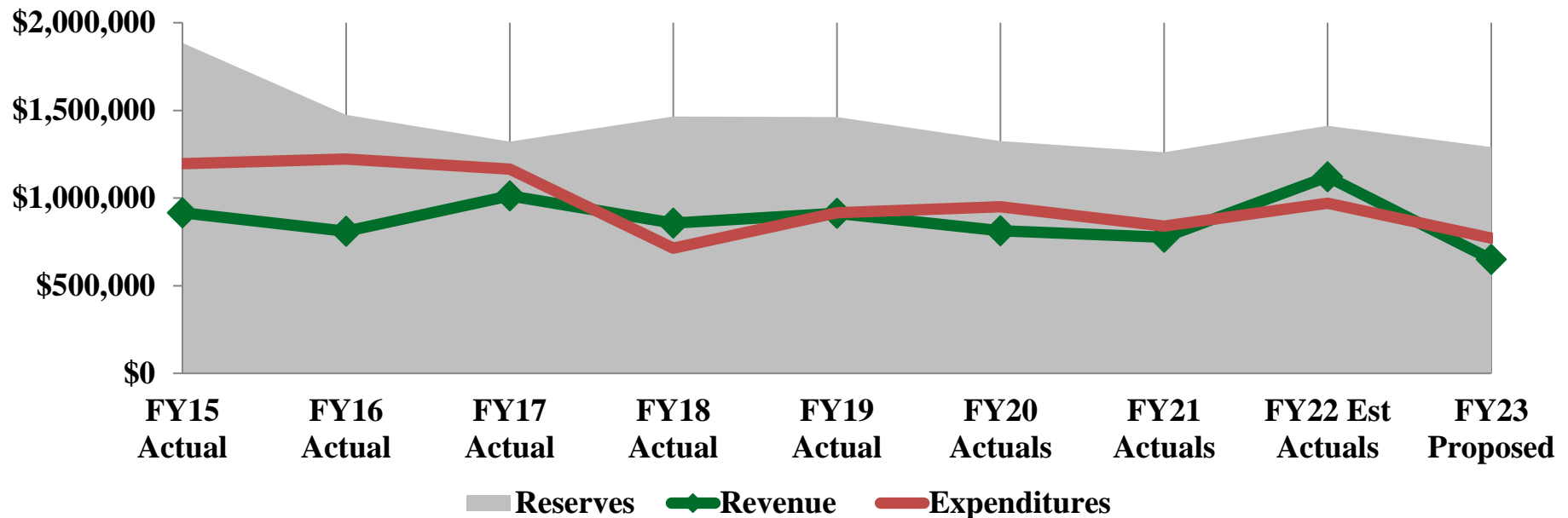
Property and Liability Insurance Reserves



- The City is subject to a \$500K per claim deductible on all Police and Jail claims and \$100K per claim for all other GL claims.
- Target reserve and revenue levels are increased in anticipation of future premium and claim costs.
- Self-insurance is not cost-effective for the foreseeable future.
- Cyber liability coverage is unobtainable without implementing significant security measures including multi-factor authentication.



Workers Compensation Reserves



- The City transitioned to a guaranteed cost plan with SAIF July 2021.
- Target reserve level will decrease over the next 3-5 years as CIS claims are closed and outstanding liability is reduced.



Future Year Considerations FY24-FY27

- 1. Benefit Cost Controls**
- 2. Turnover & Recruitment**
- 3. Property & Liability Insurance Costs**
- 4. Technology Support**
- 5. City-wide Employee Development and Training**



Conclusion