

Internal Service Fund

	2020-2021 Actual	2021-2022 Budget	2022-2023 Budget
Revenues:			
Miscellaneous	\$110,868	\$85,000	\$82,000
Contributions	8,892,403	9,582,005	9,439,535
Transfers In	34,558,564	35,070,630	34,267,595
Fund Balance Undesignated	0	1,000,000	1,160,000
Interest Income	17,226	22,500	12,000
	\$43,579,061	\$45,760,135	\$44,961,130
Expenditures:			
Miscellaneous	\$1,421,750	\$1,399,750	\$1,830,250
Administrative Fees	822,864	1,132,530	1,151,055
Claims	36,663,330	42,845,505	41,660,245
Professional Fees	189,508	206,000	219,750
State of CT Fees	155,244	176,350	99,830
	\$39,252,696	\$45,760,135	\$44,961,130

The totals of the funds are combined to form the Internal Service Fund.

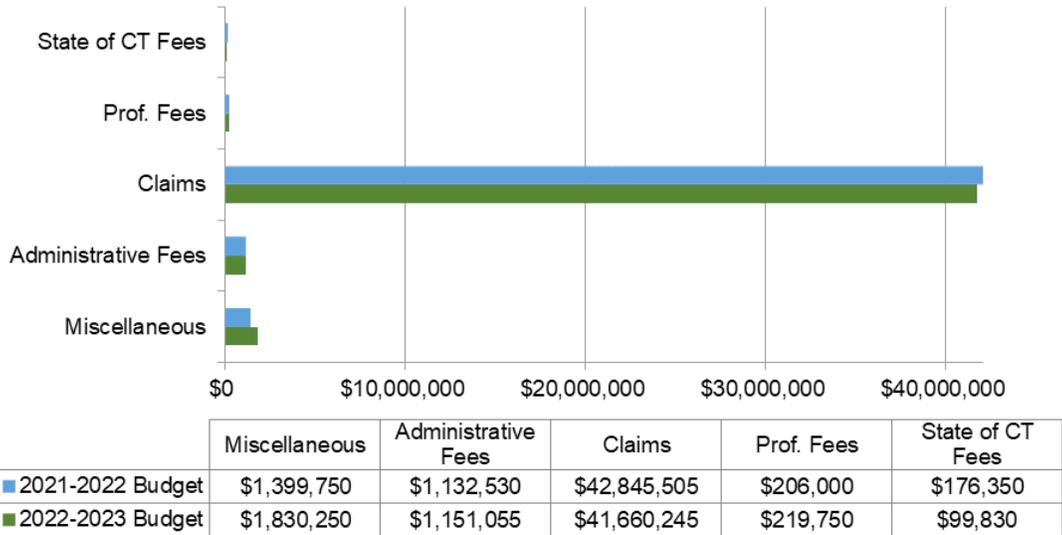
The Internal Service Fund is the combination of the City's Health Benefits Fund and the Workers' Compensation Funds. The Health Benefits Fund is a self-insured fund administered by Cigna Health Care and Anthem. This fund accounts for medical, prescription and dental claims for all City and Board of Education eligible employees and retirees. The Workers' Compensation Fund is also a self-insured fund. In 2019-2020 the City undertook an extensive RFP process for Workers' Compensation third party administrator services and effective July 1, 2020 the City hired FutureComp to administer its program.

A sub-committee, comprised of three members of the Board of Finance, meets on a regular basis with City and Board of Education staff and its hired consultants to manage and oversee the administration of both the Health Benefits and Workers' Compensation Funds. The total budget decreased 1.75% or \$799 thousand.

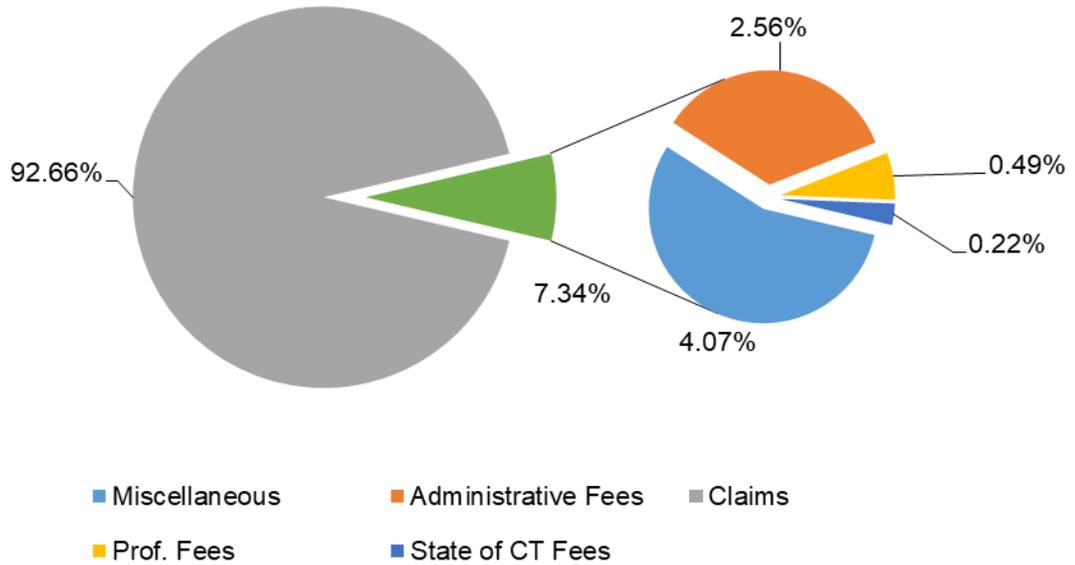
The Health Benefits budget comprises the majority of the increase in the Internal Service Fund which decreased 0.9% or \$35 thousand which is primarily attributable to increases in expected pharmaceutical claims. Lockton Companies is the City's consultant for health benefits and they assist the City in evaluating health benefit design and costs, wellness strategies and development of budget estimates. One of the recommendations was to purchase stop loss insurance which the City previously did not have. Effective with the July 1, 2019 budget, the City implemented stop loss. At that time the cost was offset by anticipated budget savings in the change in the Pharmacy Benefit Manager (PBM) from Express Scripts to CIGNA. The City has continued with the stop loss policy since then and continued the policy for the 2022-2023 fiscal year.

For Workers' Compensation, the Insurance Committee oversees and monitors best practices and policies in an effort to keep department heads and supervisors accountable to what is occurring within their departments. They perform claims reviews, strategize on improving return-to-work programs and training and communicating with employees. This has resulted in fewer work related injuries which reduces indemnity and medical costs. For 2022-2023 Workers' Compensation costs are expected to decrease due to the settlement of outstanding claims and the continued policies put in place by the Insurance Committee.

2021-2022 vs 2022-2023 Internal Service Budget



2022-2023 Internal Service Budget



Health Benefits Fund

1161018 REVENUES - HEALTH BENEFITS- SELF INSURANCE

OBJECT	PROJECT	DESCRIPTION	2021 ACTUAL REVENUE	2022 ORIGINAL BUDGET	2022 REVISED BUDGET	2023 BUDGET REQUEST	2023 APPROVED BUDGET
OTHER/MISCELLANEOUS REVENUE							
450210		MEDICARE D REIMBURSEMENTS	\$80,339	\$85,000	\$85,000	\$82,000	\$82,000
454001		MISCELLANEOUS- OTHER	30,529	0	0	0	0
TOTAL OTHER/MISCELLANEOUS REVENUE			\$110,868	\$85,000	\$85,000	\$82,000	\$82,000
CONTRIBUTIONS							
470008		WATER CONTRIBUTIONS	\$1,238,856	\$1,275,000	\$1,275,000	\$1,265,000	\$1,265,000
470016		BOE EMPLOYEE CONTRIBUTIONS	3,354,505	3,528,010	3,528,010	3,570,320	3,570,320
470017		BOARD OF EDUCATION RETIREES	1,070,094	1,205,720	1,205,720	1,276,475	1,276,475
470029		COBRA CONTRIBUTIONS	71,595	10,000	10,000	19,000	19,000
470031		PENSION CONTRIBUTIONS	255,398	266,320	266,320	243,490	243,490
470032		CITY EMPLOYEE CONTRIBUTIONS	1,608,857	1,825,000	1,825,000	1,651,400	1,651,400
470035		CITY RETIREE CONTRIBUTIONS	35,662	0	0	10,000	10,000
470043		CIGNA WELLNESS	76,308	100,000	100,000	100,000	100,000
480010		BBHD	998,072	1,085,000	1,085,000	1,060,000	1,060,000
480011		RETIREEES DEPENDENTS	138,462	75,000	75,000	75,000	75,000
TOTAL CONTRIBUTIONS			\$8,847,808	\$9,370,050	\$9,370,050	\$9,270,685	\$9,270,685
OPERATING TRANSFERS IN							
490001		GENERAL FUND	\$11,857,070	\$11,722,180	\$11,722,180	\$11,722,180	\$11,722,180
490104		BRISTOL DEVELOPMENT AUTHORITY	67,422	70,000	70,000	70,545	70,545
490106		SPECIAL GRANTS	126,208	173,445	173,445	187,585	187,585
490108		SPECIAL EDUCATION GRANT FUNDS	1,596,054	1,601,470	1,601,470	2,319,895	2,319,895
490118		SEWER ASSESSMENTS	459,042	511,060	511,060	505,400	505,400
490127		SCHOOL LUNCH	235,104	286,000	286,000	272,125	272,125
490136		TRANSFER STATION	125,107	132,475	132,475	135,000	135,000
490160		TRANSFER SA	45,466	10,005	10,005	0	0
490501		BOARD OF EDUCATION	16,209,076	16,543,395	16,543,395	15,751,055	15,751,055
TOTAL OPERATING TRANSFERS IN			\$30,720,549	\$31,050,030	\$31,050,030	\$30,963,785	\$30,963,785
INVESTMENT EARNINGS							
460000		INTEREST INCOME	\$10,259	\$15,000	\$15,000	\$8,000	\$8,000
TOTAL INVESTMENT EARNINGS			\$10,259	\$15,000	\$15,000	\$8,000	\$8,000
OTHER							
491003		BUDGETARY FUND BALANCE	\$0	\$1,000,000	\$1,000,000	\$1,160,000	\$1,160,000
TOTAL FUND BALANCE			\$0	\$1,000,000	\$1,000,000	\$1,160,000	\$1,160,000
TOTAL HEALTH BENEFITS			\$39,689,484	\$41,520,080	\$41,520,080	\$41,484,470	\$41,484,470

1168102 EXPENDITURES - HEALTH BENEFITS- SELF INSURANCE

OBJECT	PROJECT	DESCRIPTION	2021 ACTUAL EXPENDITURES	2022 ORIGINAL BUDGET	2022 REVISED BUDGET	2023 BUDGET REQUEST	2023 APPROVED BUDGET
CONTRACTUAL SERVICES							
520850		WELLNESS	\$76,308	\$100,000	\$100,000	\$100,000	\$100,000
531000		PROFESSIONAL FEES	113,200	107,500	107,500	119,750	119,750
531150		ADMINISTRATIVE FEES	7,766	8,500	8,500	8,500	8,500
531152		CIGNA ADMIN	640,377	938,335	938,335	957,720	957,720
531155		ACAPCORI	10,366	0	0	0	0
531156		ANTHEM ADMIN	61,025	59,195	59,195	59,835	59,835
589100		HSA CONTRIBUTION	1,421,750	1,399,750	1,399,750	1,830,250	1,830,250
TOTAL CONTRACTUAL SERVICES			\$2,330,791	\$2,613,280	\$2,613,280	\$3,076,055	\$3,076,055
OTHER/MISCELLANEOUS							
552105		STOP LOSS	\$288,420	\$247,160	\$247,160	\$282,540	\$282,540
586302		CIGNA CLAIMS	25,916,985	28,843,610	28,843,610	28,980,300	28,980,300
586304		ESI CLAIMS	0	0	0	0	0
586308		CIGNA RX	7,571,981	8,679,130	8,679,130	8,118,650	8,118,650
586306		ANTHEM CLAIMS	1,021,566	1,136,900	1,136,900	1,026,925	1,026,925
TOTAL OTHER/MISCELLANEOUS			\$34,798,951	\$38,906,800	\$38,906,800	\$38,408,415	\$38,408,415
TOTAL HEALTH BENEFITS			\$37,129,742	\$41,520,080	\$41,520,080	\$41,484,470	\$41,484,470

Workers' Compensation Fund

119 REVENUES - NEW WORKERS' COMPENSATION- SELF INSURANCE

OBJECT	PROJECT	DESCRIPTION	2021 ACTUAL REVENUE	2022 ORIGINAL BUDGET	2022 REVISED BUDGET	2023 BUDGET REQUEST	2023 APPROVED BUDGET
OPERATING TRANSFERS IN							
490001		GENERAL FUND	\$2,305,000	\$2,519,305	\$2,519,305	\$2,149,510	\$2,149,510
490118		SEWER OPERATING & ASSESSMENT	90,000	91,935	91,935	97,000	97,000
490120		OLD WORKERS' COMPENSATION FUND	168,015	0	0	0	0
490501		BOARD OF EDUCATION	1,275,000	1,409,360	1,409,360	1,057,300	1,057,300
TOTAL OPERATING TRANSFERS IN			\$3,838,015	\$4,020,600	\$4,020,600	\$3,303,810	\$3,303,810
MISCELLANEOUS/CONTRIBUTIONS							
470008		WATER DEPARTMENT CONTRIBUTION	\$44,595	\$211,955	\$211,955	\$168,850	\$168,850
TOTAL MISCELLANEOUS/CONTRIBUTIONS			\$44,595	\$211,955	\$211,955	\$168,850	\$168,850
INVESTMENT EARNINGS							
460000		INTEREST INCOME	\$6,967	\$7,500	\$7,500	\$4,000	\$4,000
TOTAL INVESTMENT EARNINGS			\$6,967	\$7,500	\$7,500	\$4,000	\$4,000
NEW WORKERS' COMP SELF-TOTAL			\$3,889,577	\$4,240,055	\$4,240,055	\$3,476,660	\$3,476,660

119 EXPENDITURES- NEW WORKERS' COMPENSATION- SELF INSURANCE

OBJECT	PROJECT	DESCRIPTION	2021 ACTUAL EXPENDITURES	2022 ORIGINAL BUDGET	2022 REVISED BUDGET	2023 BUDGET REQUEST	2023 APPROVED BUDGET
SALARIES							
516000		HEART & HYPERTENSION SALARIES	\$18,813	\$400,000	\$400,000	\$400,000	\$400,000
TOTAL SALARIES			\$18,813	\$400,000	\$400,000	\$400,000	\$400,000
CONTRACTUAL SERVICES							
520930		HEART & HYPERTENSION BENEFITS	\$9,076	\$230,000	\$230,000	\$230,000	\$230,000
531150		ADMINISTRATIVE FEES	103,330	125,000	125,000	125,000	125,000
TOTAL CONTRACTUAL SERVICES			\$112,406	\$355,000	\$355,000	\$355,000	\$355,000
OTHER/MISCELLANEOUS							
586120		H&H COUNCIL SETTLEMENT	\$505,642	\$0	\$0	\$0	\$0
586120		W/C COUNCIL SETTLEMENT	171,500	0	0	0	0
586220		INDEMNITY	421,388	1,175,080	1,175,080	899,130	899,130
586210		MEDICAL	409,415	1,762,625	1,762,625	1,348,700	1,348,700
586230		EXCESS INSURANCE	328,544	371,000	371,000	374,000	374,000
589155		STATE OF CONNECTICUT FEES	155,244	176,350	176,350	99,830	99,830
TOTAL OTHER/MISCELLANEOUS			\$1,991,734	\$3,485,055	\$3,485,055	\$2,721,660	\$2,721,660
NEW WORKERS' COMP- TOTALS			\$2,122,952	\$4,240,055	\$4,240,055	\$3,476,660	\$3,476,660