BOARD OF SUPERVISORS

COUNTY OF MADISON

PROPOSED SUPPLEMENTAL APPROPRIATION

DATE: **11/26/2019**

FY2020

Type of Supplement

	Interdepartmental transfer (same fund)
	Interfund transfer
	Revenue/Expense offset
x	**Use of contingency**
	Other use of fund balance not in original budget

PURPOSE: To supplement Registrar and Sheriff's budget for additional employer contributions for employees who have a spouse who works for the School Board who carries family health insurance

GL Account Reference	Account type	Fund Name	Department	Object Code/Source	Debit	Credit
10-01-13-13200-2310	Exp	GF	Registrar	Health insurance	4,306.72	
10-03-31-31200-2310	Exp	GF	Sheriff	Health insurance	4,306.72	
10-09-91-91100-9200	Exp	GF	Contingency Reserve	Contingency - Genl		8,613.44
					8,613.44	8,613.44

Note: A debit charged to a budgeted expense line increases the appropriated expense; a credit charged to a budgeted expense line item decreases the appropriated expense. A credit charged to a budgeted revenue line item increases the anticipated revenue available.

Madison County
Adjustment to HI Contribution
for Married Couples with Spouse
Working for School Board
11/26/2019

The County's current practice for employer health contributions for family coverage in cases where both employees work under the County umbrella of organizations (DSS, PRA, School Board, and County), is that the spouse working for the organization with the most favorable rate for family coverage will enroll under that organization's health insurance policy. The organization who carries the family coverage under its plan will make the employer family contribution, and the organization who employs the other spouse will make an additional single contribution to the organization responsible for paying the premium. The additional single contribution is used to defray the cost of the employee portion of the family coverage.

In FY2020, the County has two employees with spouses who work for the School Board and who carry family coverage. The County has paid the School Board an single employer contribution for those two employees. However, with the change in employer contributions approved by the Board earlier this month, the cost of family coverage would have been more favorable if the employee were to have selected family coverage on the County policy during the open enrollment period.

Because the change in employer contribution rates was not known to the employees during open enrollment, it is now being proposed that the County pay to the School Board the employer share of the family coverage. The School Board will then make a single contribution to the same plan. The intent of this is to minimize the cost of family coverage to employees, and also to reduce the impact on the employees for the change in employer contribution rates after they had the opportunity to enroll in August 2019.

The proposed adjustment will have the effect on increasing health insurance costs in the County budget and reducing health insurance costs on the School Board budget. The impact of such adjustment is as follows:

	Current ER contribution (Single)	Proposed ER Contribution (Family)	Difference	# of months (Nov 19 to June 20)	Proposed in ER Contribution FY20
Registrar (1)	630.90	1,169.24	538.34	8	4,306.72
Sheriff (1)	630.90	1,169.24	538.34	8	4,306.72
	Total cost				8,613.44