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# Compensation and Benefits Overview

April 2, 2024

# Agenda

- **Compensation Overview**
  - **Total Compensation Package**
- **Healthcare Overview**
  - **CY24 Healthcare**
  - **CY25 Healthcare Premium Proposal**

# Compensation Overview

# Total Compensation Package

- Goal of the County's total compensation package is be competitive with area municipalities and other employers.
- Marketing our total compensation package is vital in the attraction and retention of great people. It is highlighted in our job advertisements and other social media posts.
- A total compensation calculator tool is accessible on the Human Resources website. This tool is used during the recruitment process to attract qualified candidates.

# Total Compensation Calculator



- 2024 County Holiday Schedule
- ADA Resources
- NeoGov E-Learn - FAQs
- Benefits Portal
- COVID-19 Employee Resources
- Current Job Openings
- Policies and Procedures
- Employee Assistance Program
- Employee Referral Reward Program
- Temporary Staffing
- Total Compensation Calculator**
- Degree Program Application

[Feature Links](#) · [Intranet](#) · [Our Areas](#) · [Human Resources](#)

## Human Resources



Go to the Human Resources page on the Navigator and click on Total Compensation Calculator.

### Benefits Portal

### Current Job Openings

#### Our Mission

To ensure that the administration of employee recruitment, benefits, classification plan and personnel policies and procedures are done in an effective and efficient manner; and to continue the training of personnel to ensure growth and development in our workforce and continue positive employee relations.

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# Total Compensation Calculator

**TOTAL COMPENSATION CALCULATOR**

**INSTRUCTIONS:**  
Enter your position title, annual salary, and benefit options at the top of this form to *estimate* your total compensation. You may print and save a copy of this document.

**ENTER POSITION TITLE:** Engineering Specialist II

**ENTER ANNUAL BASE SALARY:** \$56,465.00

**SELECT MEDICAL PLAN (from drop-down list):** Cigna OAP 1

**SELECT DENTAL PLAN (from drop-down list):** Delta PPO



**HYBRID EMPLOYEE (MONTHLY)**

	Emp only	Emp + child	Emp + spouse	Family
Monthly Base Salary	\$ 4,705.42	\$ 4,705.42	\$ 4,705.42	\$ 4,705.42
Monthly Medical Benefit (County portion)	\$ 816.00	\$ 1,005.00	\$ 1,390.00	\$ 1,818.00
H S A Contribution (Cigna Choice Fund Plan only)	\$ -	\$ -	\$ -	\$ -
Monthly Dental Benefit (County portion)	\$ 27.00	\$ 42.00	\$ 54.00	\$ 75.00
Life Insurance Premium (1.30%)	\$ 61.17	\$ 61.17	\$ 61.17	\$ 61.17
VRS (Retirement) + health credit contribution (12.08%)	\$ 568.41	\$ 568.41	\$ 568.41	\$ 568.41
Short and Long Term Disability Coverage (.53 %)	\$ 23.53	\$ 23.53	\$ 23.53	\$ 23.53
FICA (Employer Social Security & Medicare taxes @ 7.65%)	\$ 359.96	\$ 359.96	\$ 359.96	\$ 359.96
<b>TOTAL MONTHLY COMPENSATION</b>	\$ 6,561.49	\$ 6,765.49	\$ 7,162.49	\$ 7,611.49
<b>TOTAL ANNUAL COMPENSATION</b>	\$ 78,737.91	\$ 81,185.91	\$ 85,949.91	\$ 91,337.91

**ADDT'L BENEFITS AND DISCOUNT SAVINGS**

- Paid Time Off - 12 hours/month (year 1)
- Paid Holidays - 14 days/year
- Verizon Discount - 20%
- Fitness Center Discounts (11 participating centers)
- Yorktown Rewards Program
- Tuition Reimbursement (Up to \$4,000.00 per fiscal year)

**NOTES**

\*All regular full-time employees must contribute 5% towards the VRS retirement plan. This estimate does not include the employer cash match on Deferred Compensation Hybrid 457 voluntary contributions.

**PROVIDED BY THE HUMAN RESOURCES DEPARTMENT**

**HYBRID**   
  **PLAN 1 or 2**

**Step 2 - Complete your information using drop down menus.**

**Step 3 - View your total annual compensation**

**Step 1 - Choose your VRS membership plan**



# Total Compensation Package

(Employee and Family)

County's Annual Contribution <sup>1</sup>	
<b>Base Salary<sup>2</sup></b>	<b>\$56,465</b>
Medical Benefit	\$21,816
Dental Benefit	\$900
VRS Retirement	\$6,820
Basic Life Insurance	\$734
Short & Long Term Disability	\$282
FICA (Social Security & Medicare)	\$4,320
<b>Total Benefits</b>	<b>\$34,872</b>
<b>Total Compensation</b>	<b>\$91,338</b>
<b>Benefits as a % of Total Compensation</b>	<b>38%</b>

<sup>1</sup>Example provided is a Hybrid employee with family coverage in both the OAP 1 health plan and the PPO dental plan.

<sup>2</sup>Base salary used in example is the median base salary of County employees.

# Total Compensation Package

(Employee Only)

County's Annual Contribution <sup>1</sup>	
<b>Base Salary<sup>2</sup></b>	<b>\$56,465</b>
Medical Benefit	\$9,792
Dental Benefit	\$324
VRS Retirement	\$6,820
Basic Life Insurance	\$734
Short & Long Term Disability	\$282
FICA (Social Security & Medicare)	\$4,320
<b>Total Benefits</b>	<b>\$22,272</b>
<b>Total Compensation</b>	<b>\$78,737</b>
<b>Benefits as a % of Total Compensation</b>	<b>28%</b>

<sup>1</sup>Example provided is a Hybrid employee with employee-only coverage in both the OAP 1 health plan and the PPO dental plan.

<sup>2</sup>Base salary used in example is the median base salary of County employees.

# FY25 Compensation Increase Proposal

Base Salary	4% + \$500	
\$30,000	\$31,700	5.67%
\$50,000	\$52,500	5.00%
\$70,000	\$73,300	4.71%
\$90,000	\$94,100	4.56%

# Benefits Overview

# York County is Self-Insured

- **Being self-insured gives the County control over plan design to meet employee needs.**
- **York County pays to cover employee medical and dental claims.**
- **If claims are higher than budgeted amount, both the County and employees share in any rate increases, or plan design changes may be required.**

# Current CY24 Health Insurance Plan Options

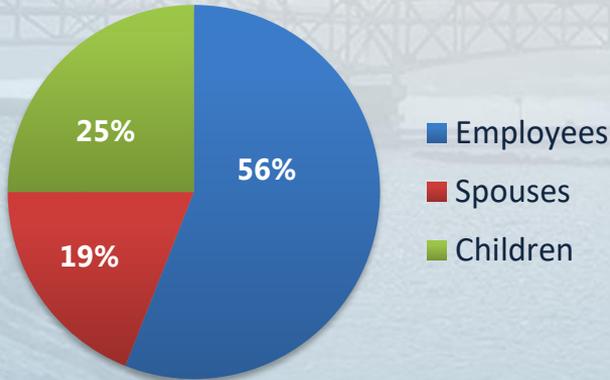
- **Cigna Choice Fund High Deductible Plan with Health Savings Account (HSA)**
- **Cigna Open Access Plus 1 Plan (OAP1)**
- **Humana Medicare Advantage Plan (Post-65 Retirees Only)**

# Current Participation by Plan

*(Active employees, pre-65 retirees, and family members)*

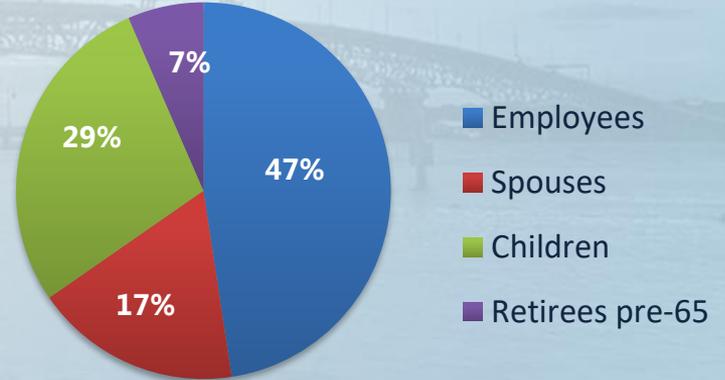
## Choice Fund HSA

Enrollment = 230 members



## Cigna OAP 1

Enrollment = 1,512 members



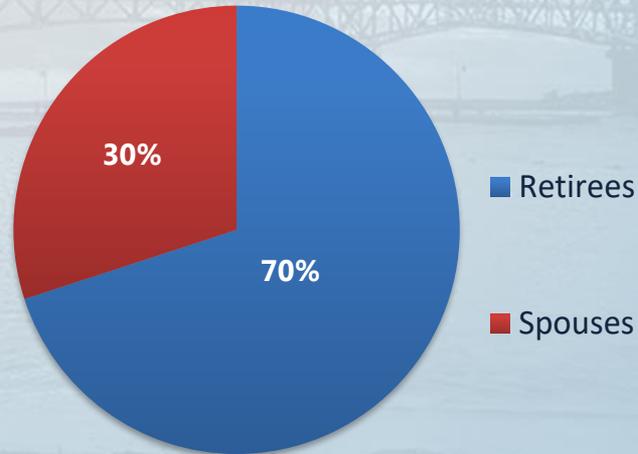
**Total Enrollment = 1,742 members**

# Current Participation by Plan

*(Post-65 retirees and spouses)*

## Medicare Advantage Plan with Humana

Enrollment = 120 members



# Calendar Year 2024 Changes to Healthcare

- Lowered 10 percent projected increase to employee premiums to 8 percent
- The HSA in-network deductible and out-of-pocket maximum were increased
- Implemented MotivateMe Wellness Program
- Delta Dental enhancements:
  - Right Start 4 Kids
    - Children under 13 years old eligible
    - 100 percent coverage for diagnostic, preventative, and basic services with no deductible while in-network
  - Special Health Care Needs
    - Up to four cleanings per year
    - Treatment delivery modifications

# Calendar Year 2025 Health and Dental Proposal

- **Cigna Health Plans:** Proposing a premium rate increase across all tiers of 2% for employees, and 12% for the County to be effective 1/1/2025.
- **Delta Dental Plans:** Proposing a premium rate increase across all tiers of 2% for employees, and 12% for the County to be effective 1/1/2025.
- **Humana Health Plan (Post-65 Retirees Only):** Fully insured plan with premiums to be determined following Centers for Medicare and Medicaid Services (CMS) rate announcement (annually in September). Current rate is \$258 per member per month.

# Exploring Future Healthcare Opportunities

- Stand-alone vision plan options
- Options to convene an employee health insurance committee
- Expansions to current wellness programs

# Projected Employee Monthly Health Rates January 1, 2025

	Cigna Choice Fund Plan with HSA CY24 Current Rates	Cigna Choice Fund Plan with HSA CY25 Projected Amount of Increase	Cigna Open Access Plan (OAP1) CY24 Current Rates	Cigna Open Access Plan (OAP1) CY25 Projected Amount of Increase
Employee Only	\$0	<b>\$0</b> (\$0)	\$52	<b>\$1</b> (\$53)
Employee & Child	\$173	<b>\$3</b> (\$176)	\$300	<b>\$6</b> (\$306)
Employee & Spouse	\$258	<b>\$5</b> (\$263)	\$438	<b>\$9</b> (\$447)
Employee & Family	\$337	<b>\$7</b> (\$344)	\$573	<b>\$11</b> (\$584)

# **Current Calendar Year 2024 Delta Dental Insurance Plan Options**

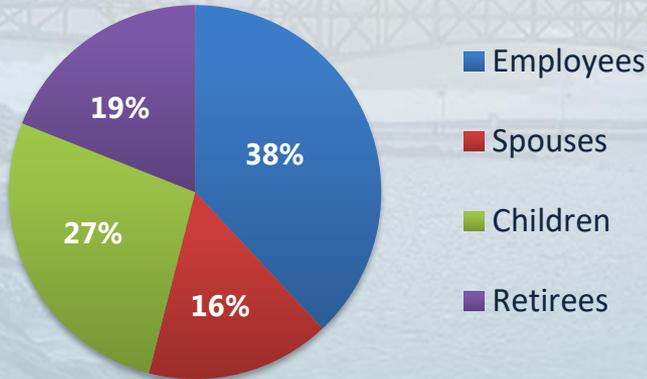
- **Preferred Provider Option (PPO) plus Premier**
- **Exclusive Provider Option (EPO)**

# Delta Dental Participation

*(Active employees, retirees, and family members)*

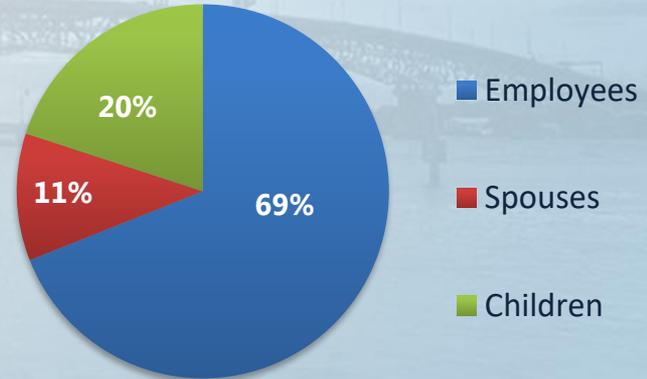
## PPO Plus Premier

Enrollment = 2,275



## EPO

Enrollment = 35 members



**Total Enrollment = 2,310 members**

# Projected Employee Monthly Dental Rates January 1, 2025

	Preferred Provider Option (PPO) plus Premier CY24 Current Rates	Preferred Provider Option (PPO) plus Premier CY25 Projected Amount of Increase	Exclusive Provider Option (EPO)  CY24 Current Rates	Exclusive Provider Option (EPO)  CY25 Projected Amount of Increase
Employee Only	\$12	>\$1 (\$12)	\$11	>\$1 (\$11)
Employee & Child	\$15	>\$1 (\$15)	\$13	>\$1 (\$13)
Employee & Spouse	\$18	>\$1 (\$18)	\$15	>\$1 (\$15)
Employee & Family	\$22	>\$1 (\$22)	\$21	>\$1 (\$21)

# Wellness Initiatives

- Motivate Me Program (January – December)
- Walk to Wellness (March – May)
- Blood Drives (April and October)
- Health and Wellness Fair (Tentative)
- Wellness Wednesday Trivia (First Wednesday of every month)
- Healthy Perspectives Newsletter and Trivia (Monthly)



# Exploring Future Wellness Opportunities

- Implement “wellness days” for mental health
- New programs for County Administrator to engage with employees

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