

## **Appendix Q**

### **Police & Fire Retiree Medical Funding Program**



## **Police & Fire Retiree Medical Funding Program**

### **Purpose**

Administer the health reimbursement arrangement (HRA) for those receiving retirement benefits under the Police and Fire Retirement System in accordance with provisions contained in AMC 3.87 and AMC 3.88.

### **Description**

Police and Fire Retiree Medical system is a defined contribution plan. The Municipality will pay a predetermined amount to a Trust, for the employee's benefit. The employee will be able to choose from a variety of options as to how to spend the money in his or her account (they are not limited to the insurance provided by the Municipality).

The membership qualifications are:

- Must be beneficiary of the Police and Fire Retirement System
- Hired prior to January 1, 1995
- Retire on or after January 1, 1995.

The program also provides coverage to spouses and eligible dependents. The system is closed; no other person is eligible to participate in the system.

Police and Fire Departments make contributions to cover administrator and investment consulting costs in Police/Fire Retirees Medical Administration Fund (165000).

Police and Fire Departments also make contributions to the Pre-Funding Investment Program in the Police/Fire Retiree Medical Liability Fund (281000). This fund was established in 1995 with the sole purpose of pre-funding, via contributions, the Police/Fire Retiree Medical Liability (713000) by end of the year 2028. A five-member investment board manages the pre-funding investments. The contribution amounts to Fund 281000 are based on actuarial studies conducted every three years.

Additionally, the Police and Fire Departments pay premiums and provide monthly discounts from the stated premium to all members purchasing municipal health insurance. The Police and Fire Departments make these payments directly to the Municipal Self Insurance fund.

The Trust is administered by an eight-person board of trustees.

The operating budget for the administration of the Program and the contributions from the prefunding debt service fund to the Trust fund are appropriated as sections with the GGOB. The activity of the Trust Fund, management of the Trust and payment of medical benefits, are not budgeted or appropriated.

## Police & Fire Retiree Medical Funding Program Department Summary

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Division</b>				
Police & Fire Retiree Medical Funding Program	4,034,520	4,136,851	4,120,045	(0.41%)
<b>Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>(0.41%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	40,494	42,883	45,984	7.23%
<b>Function Cost Total</b>	<b>4,075,014</b>	<b>4,179,734</b>	<b>4,166,029</b>	<b>(0.33%)</b>
Program Generated Revenue	(4,018,460)	(6,338,834)	(6,326,834)	(0.19%)
<b>Net Cost Total</b>	<b>56,554</b>	<b>(2,159,100)</b>	<b>(2,160,805)</b>	<b>0.08%</b>
<b>Direct Cost by Category</b>				
Salaries and Benefits	137,867	157,842	134,543	(14.76%)
Supplies	-	1,280	1,280	-
Travel	-	-	-	-
Contractual/Other Services	3,896,653	3,977,729	3,984,222	0.16%
Debt Service	-	-	-	-
<b>Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>(0.41%)</b>
<b>Position Summary as Budgeted</b>				
Full-Time	1	1	1	-
Part-Time	-	-	-	-
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>

## Police & Fire Retiree Medical Funding Program Division Summary

### Police & Fire Retiree Medical Funding Program

(Fund Center # 187600, 186000, 187601)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	137,867	157,842	134,543	(14.76%)
Supplies	-	1,280	1,280	-
Travel	-	-	-	-
Contractual/Other Services	3,896,653	3,977,729	3,984,222	0.16%
<b>Manageable Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>(0.41%)</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>-</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	40,494	42,883	45,984	7.23%
<b>Function Cost Total</b>	<b>4,075,014</b>	<b>4,179,734</b>	<b>4,166,029</b>	<b>(0.33%)</b>
<b>Program Generated Revenue by Fund</b>				
Fund 165000 - Police/Fire Retirees Med Admin (*Moved fr GG starting in 2011**)	15,558	213,006	201,006	(5.63%)
Fund 281000 - Police/Fire Ret Med Liability (**Moved fr GG starting in 2011**)	4,002,902	6,125,828	6,125,828	-
<b>Program Generated Revenue Total</b>	<b>4,018,460</b>	<b>6,338,834</b>	<b>6,326,834</b>	<b>(0.19%)</b>
<b>Net Cost Total</b>	<b>56,554</b>	<b>(2,159,100)</b>	<b>(2,160,805)</b>	<b>0.08%</b>

#### Position Summary as Budgeted

Full-Time	1	1	1	-
<b>Position Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>-</b>

## Police & Fire Retiree Medical Funding Program Division Detail

### Police & Fire Retiree Medical Funding Program

(Fund Center # 187600, 186000, 187601)

	2023 Actuals Unaudited	2024 Revised	2025 Proposed	25 v 24 % Chg
<b>Direct Cost by Category</b>				
Salaries and Benefits	137,867	157,842	134,543	(14.76%)
Supplies	-	1,280	1,280	-
Travel	-	-	-	-
Contractual/Other Services	3,896,653	3,977,729	3,984,222	0.16%
<b>Manageable Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>(0.41%)</b>
Debt Service	-	-	-	-
<b>Non-Manageable Direct Cost Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost Total</b>	<b>4,034,520</b>	<b>4,136,851</b>	<b>4,120,045</b>	<b>(0.41%)</b>
<b>Intragovernmental Charges</b>				
Charges by/to Other Departments	40,494	42,883	45,984	7.23%
<b>Program Generated Revenue</b>				
406625 - Reimbursed Cost-NonGrant Funded	10,353	11,410	11,410	-
440010 - GCP Short-Term Interest	5,266	4,000	(8,000)	(300.00%)
440050 - Other Interest Income	119,075	253,139	253,139	-
440070 - Dividend Income	757,979	665,577	665,577	-
440080 - UnRlzd Gns&Lss Invs(MOA/AWWU)	1,636,015	4,460,268	4,460,268	-
440090 - Realized Gains & Losses on Sale of Investments	1,489,771	746,844	746,844	-
450010 - Transfer from Other Funds	-	197,596	197,596	-
<b>Program Generated Revenue Total</b>	<b>4,018,460</b>	<b>6,338,834</b>	<b>6,326,834</b>	<b>(0.19%)</b>
<b>Net Cost</b>				
Direct Cost Total	4,034,520	4,136,851	4,120,045	(0.41%)
Charges by/to Other Departments Total	40,494	42,883	45,984	7.23%
Program Generated Revenue Total	(4,018,460)	(6,338,834)	(6,326,834)	(0.19%)
<b>Net Cost Total</b>	<b>56,554</b>	<b>(2,159,100)</b>	<b>(2,160,805)</b>	<b>0.08%</b>

**Position Detail as Budgeted**

	2023 Revised		2024 Revised		2025 Proposed	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Special Administrative Assistant II	1	-	1	-	1	-
<b>Position Detail as Budgeted Total</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>-</b>