

Employee and Retiree Benefits

LOB #318:

LINE OF DUTY

Purpose

Benefits provided under the Line of Duty Act support employees and volunteers in hazardous duty positions and their families in the event of a line of duty death or disability.

Description

County employees and volunteers in hazardous duty positions and their families are provided with line of duty benefits in the event of a line of duty death or disability. A death benefit of \$100,000 is payable in the event of a death occurring as the direct or proximate result of performance of duty, and a death benefit of \$25,000 is payable in the event of a death during employment or within five years of retirement that is caused by a condition such as respiratory disease or heart disease that is presumed to be the result of hazardous duty. Disability benefits are awarded in the event that an employee or volunteer becomes permanently mentally or physically incapacitated as the direct or proximate result of performance of duty.

Disabled employees and volunteers, as well as the spouse and dependents of disabled and deceased employees and volunteers, are provided continuing health insurance coverage that is paid by the County. Coverage for employees, volunteers and their spouses is provided until death or until the beneficiary elects alternate health insurance coverage. Dependent coverage extends until the dependent's death, marriage, coverage by alternate health insurance, or twenty-first birthday. If the dependent is a full-time college student, coverage continues until the dependent is no longer a full-time student or until the dependent's twenty-fifth birthday.

Benefits

This LOB assists disabled hazardous duty employees and volunteers and the families of disabled or deceased hazardous duty employees and volunteers.

Mandates

This LOB is fully mandated by the Virginia Line of Duty Act. It should be noted that Line of Duty benefits were initially funded by the state. However, the state shifted the cost of these benefits to localities in FY 2011.

Trends and Challenges

The total cost of Line of Duty benefits has been increasing and is expected to continue to increase. One factor contributing to this trend is the rising cost of healthcare. As this benefit includes County-funded health insurance, the cost of this benefit increases as the health insurance premiums increase. A second factor is the increasing number of individuals receiving benefits, as described in the Metrics section below. Eligibility for benefits is determined by the Virginia Department of Accounts, and the County is obligated to provide benefits to any individual that is determined to be eligible. Therefore, the County does not have the authority to directly impact the number of individuals that receive benefits.

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Resources

Category	FY 2014 Actual	FY 2015 Actual	FY 2016 Adopted
LOB #318: Line of Duty			
FUNDING			
General Fund Employer Contributions	\$984,946	\$1,057,152	\$1,104,102
Total Revenue	\$0	\$0	\$0
POSITIONS			
Authorized Positions/Full-Time Equivalents (FTEs)			
Positions:			
Regular	0/0	0/0	0/0
Total Positions	0/0	0/0	0/0

Metrics

Metric Indicator	FY 2013 Actual	FY 2014 Actual	FY 2015 Actual	FY 2016 Estimate	FY 2017 Estimate
Families receiving Line of Duty health benefits	54	57	62	66	70

The number of Line of Duty beneficiaries has been climbing in recent years, and this trend is expected to continue. This is the result of new cases being determined to be eligible for benefits while few existing cases end as coverage continues until death for employees, volunteers, and their spouses.