

Fund S62000: Health and Flexible Benefits

Focus Fund S62000, Health and Flexible Benefits, provides for the administration of health and dental care benefit plans for employees and retirees. In addition, the Health and Flexible Benefits Fund administers two Flexible Spending Accounts, which enable employees to realize savings by setting aside pre-tax dollars, through Fairfax County Public Schools (FCPS) payroll deductions, for eligible health care and dependent care costs. FY 2021 expenditures are estimated at \$450.9 million.

Fund S62000: Health and Flexible Benefits

FUND STATEMENT

Category	FY 2019 Actual	FY 2020 Adopted Budget Plan	FY 2020 Revised Budget Plan ¹	FY 2021 Superintendent's Proposed	FY 2021 Adopted Budget Plan ²
Beginning Balance	\$72,814,402	\$88,258,897	\$75,628,523	\$72,832,661	\$72,832,661
Revenue:					
Employer/Employee Premiums	\$327,276,399	\$337,773,901	\$333,431,733	\$344,525,553	\$344,525,553
Retiree/Other Health Premiums	53,038,250	56,018,113	55,355,199	58,155,316	58,155,316
Interest Income and Rebates	28,416,847	25,501,084	31,712,220	34,658,962	34,658,962
Flexible Spending Account Withholdings	10,954,681	12,567,419	11,502,283	11,502,283	11,502,283
Total Revenue	\$419,686,177	\$431,860,517	\$432,001,435	\$448,842,114	\$448,842,114
Total Available	\$492,500,579	\$520,119,414	\$507,629,958	\$521,674,775	\$521,674,775
Expenditures:					
Health Benefits Paid	\$319,811,570	\$316,854,036	\$333,690,627	\$345,706,208	\$345,706,208
Premiums Paid	71,576,792	74,878,625	73,533,297	76,161,011	76,161,011
Health Administrative Expenses	13,396,196	13,871,315	15,571,347	16,979,388	16,979,388
Flexible Spending Accounts Reimbursements	11,567,729	12,378,155	11,309,821	11,309,821	11,309,821
FSA Administrative Expenses	190,769	179,647	191,149	191,149	191,149
Claims Incurred but not Reported (IBNR)	19,849,000	20,307,468	20,350,056	20,881,176	20,881,176
IBNR Prior Year Credit	(19,520,000)	(19,806,412)	(19,849,000)	(20,350,056)	(20,350,056)
Total Expenditures	\$416,872,056	\$418,662,834	\$434,797,297	\$450,878,697	\$450,878,697
Premium Stabilization Reserve ³	\$0	\$101,456,580	\$72,832,661	\$70,796,078	\$70,796,078
Total Disbursements	\$416,872,056	\$520,119,414	\$507,629,958	\$521,674,775	\$521,674,775
Ending Balance	\$75,628,523	\$0	\$0	\$0	\$0
Outstanding Encumbered Obligations	\$2,729	\$0	\$0	\$0	\$0
Premium Stabilization Reserve ³	75,625,794	0	0	0	0
Unreserved Balance	\$0	\$0	\$0	\$0	\$0

¹ The *FY 2020 Revised Budget Plan* reflects adjustments adopted by the Fairfax County School Board on April 23, 2020 during the *FY 2020 Third Quarter Review*.

² Fairfax County School Board action on the FY 2021 budget was taken on May 21, 2020 and will be included for approval by the Board of Supervisors as part of the *FY 2020 Carryover Review*.

³ The Premium Stabilization Reserve is appropriated for budgeting purposes to offset fluctuations in health insurance costs during the fiscal year. This reserve is to be carried forward as beginning balance for FY 2021.