



City of Deltona

2345 Providence Blvd.
Deltona, FL 32725

Agenda

City Commission Workshop

Mayor John C. Masiarczyk Sr.
Vice Mayor Chris Nabicht
Commissioner Heidi Herzberg
Commissioner Gary Mitch Honaker
Commissioner Nancy Schleicher
Commissioner Diane J. Smith
Commissioner Brian Soukup

Monday, June 27, 2016

5:30 PM

2nd Floor Conference Room

1. CALL TO ORDER:

2. ROLL CALL – CITY CLERK:

3. PLEDGE TO THE FLAG:

PUBLIC COMMENTS: – Citizen comments limited to items not on the agenda and comments on items listed on the agenda will take place after discussion of each item.

4. BUSINESS:

- A. [Discussion regarding a Fire Services Assessment Fee as an alternative revenue source - Jane Shang, City Manager \(386\) 878-8851, for Commissioner Mitch Honaker.](#)

[Strategic Goal: Fiscal Stability](#)

Background:

Commissioner Honaker will make a presentation regarding a potential Fire Services Assessment Fee and the need to fund a study to develop the fee.

Attachments: [FSAF 06-18-2016](#)

- B. [Discussion regarding implementation of Compensation and Classification Study - Richard Adams, HR Director \(386\) 878-8752.](#)

[Strategic Goal: Fiscal Issues](#)

Background:

The Compensation and Classification study has been completed with recommendations.

Attachments: [MAG Executive Summary for the City of Deltona](#)
[Supplemental benefits Comparison](#)
[Employee Benefit Factors](#)
[Merit Increases Last 5 Years](#)

C. [Health Insurance Update - Richard Adams, HR Director 386-878-8752](#)

[Strategic Goal: Fiscal Issues](#)

Background: The Commission has directed staff to go out to bid for health coverage. Attached is an update on the status of the Request for Proposal. Hand-out attached.

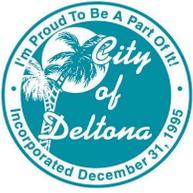
Attachments: [Health Insurance Update for Commission Workshop](#)
[Health Ins. Survey 2016](#)

5. CITY MANAGER COMMENTS:

6. ADJOURNMENT:

NOTE: If any person decides to appeal any decision made by the City Commission with respect to any matter considered at this meeting or hearing, he/she will need a record of the proceedings, and for such purpose he/she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based (F.S. 286.0105).

Individuals with disabilities needing assistance to participate in any of these proceedings should contact the City Clerk, Joyce Raftery 48 hours in advance of the meeting date and time at (386) 878-8500.



Agenda Memo

AGENDA ITEM: A.

TO: Mayor and Commission

AGENDA DATE: 6/27/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - A

SUBJECT:

Discussion regarding a Fire Services Assessment Fee as an alternative revenue source - Jane Shang, City Manager (386) 878-8851, for Commissioner Mitch Honaker.

Strategic Goal: Fiscal Stability

LOCATION:

City wide

BACKGROUND:

Commissioner Honaker will make a presentation regarding a potential Fire Services Assessment Fee and the need to fund a study to develop the fee.

COST:

N/A

SOURCE OF FUNDS:

N/A

ORIGINATING DEPARTMENT:

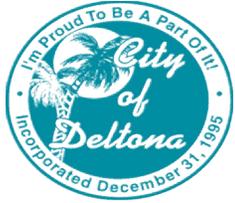
Jane Shang, City Manager, (386-878-8851) for Commissioner Mitch Honaker

STAFF RECOMMENDATION PRESENTED BY:

Jane Shang, City Manager- Staff is requesting direction.

POTENTIAL MOTION:

N/A



Fire Services Assessment Fee



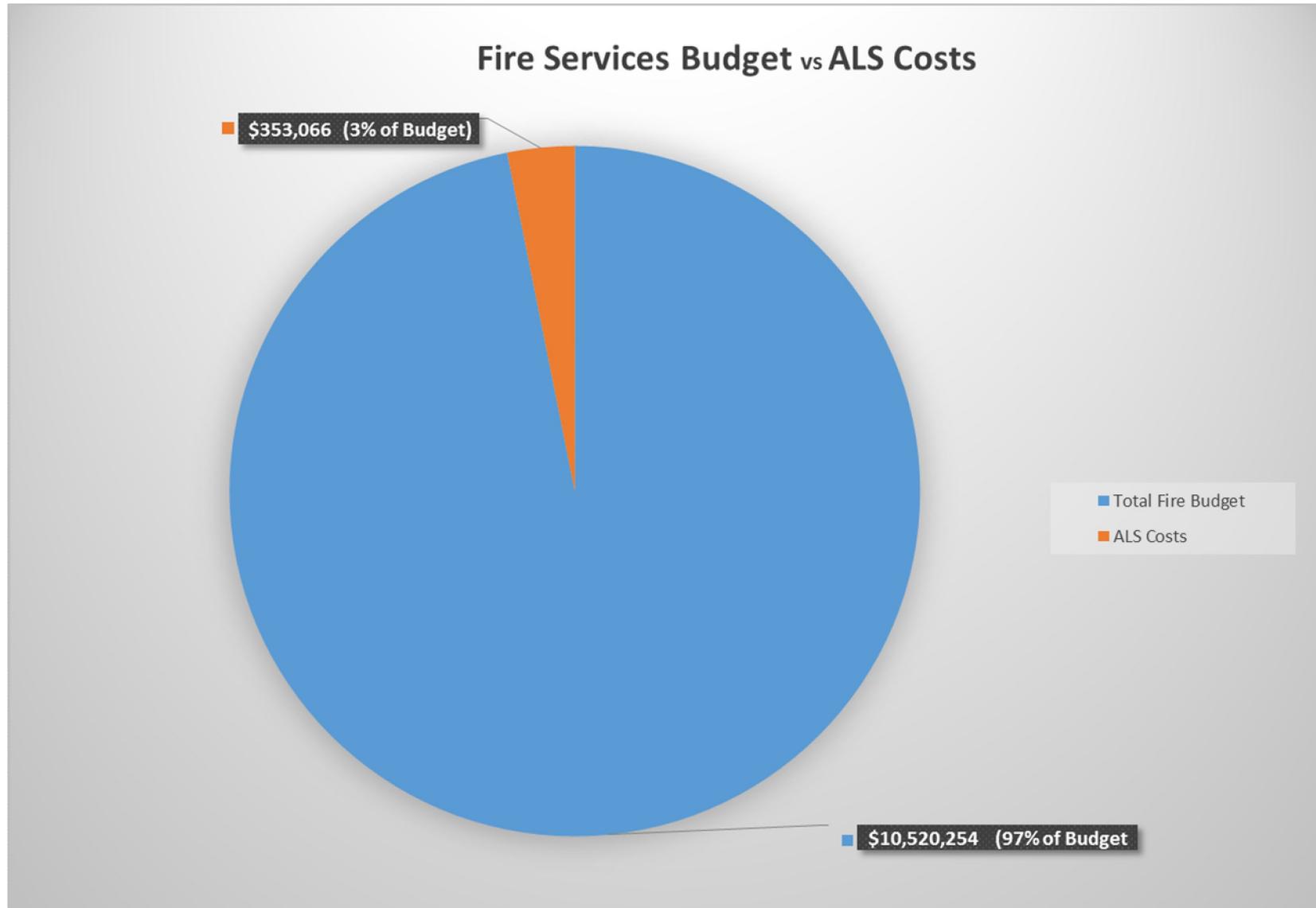
Background

- Deltona's Annual Fire Services Budget exceeds \$10.5 million (Note: VCSO is just under \$10)
- Fire Services costs are taken out of the General Fund (ad Valorem Tax Revenue)
- Deltona's average annual ad Valorem tax revenue is approximately: \$13.5 million
- Property values go up, and Down!, each year, and the millage rate can be affected
- Other General Fund Revenue Sources
- A Fire Services Assessment Fee (FSAF) is a constant known revenue source each year (The same as Storm Water & Solid Waste Annual Assessment fees)
- The FSAF is a Calculated Rate, based on "A Ready to Serve" methodology, of the eligible portion of the FD budget that can be "Fairly Apportioned" to all parcels.
- 2,804 home owners do not pay any Deltona ad Valorem taxes
- 3,708 Home owners pay less than \$100 in Deltona ad Valorem taxes
- A total of 6,512 out of 33,612 pay less than \$370,800 - of Deltona's \$13.5 million in ad-Valorem taxes
- A FSAF provides equity to all property owners and businesses, and gives the City a solid revenue source to take us into the future prepared to face any unexpected economic down turns, or challenges, & Provides the City with more Financial Stability.
- Per Case Law; a Fire Services Assessment Fee must exclude expenses associated with certain emergency medical runs (ALS).
- The approximate portion of our Annual Fire Services budget that can be assessable to a Fire Services Assessment Fee is a little over \$10 million dollars (Budget minus ALS costs)

Fire Services – Expenditures vs. Revenue

DESCRIPTION	2016 Budget	ALS Expenses	Budget Minus ALS Cost
Personnel Services	\$8,580,800	\$271,600	\$8,309,200
Operating	\$1,296,500	\$81,466	\$1,215,034
Capital Expense *	\$996,000	\$0	\$996,000
Total:	\$10,873,300	\$353,066	\$10,520,234
* 2017/2018 FY CIP	Cardiac Monitors	\$330,000	Example of Projected ALS
Description	FY-2015 Revenues	ALS Revenues	Revenues Minus ALS
Fire Insp. / Plans Review	\$73,901		
Fire Impact Fees	\$35,500		
CPR / Baby Sitting Classes	\$6,718		
EMS Standbys (ALS)	\$3,000		
Transport Fees Collected (FY-2016 - To Date)	\$12,332		
Total:	\$131,451	\$3,000	\$128,451

Fire Services Budget vs ALS Costs



Fire Services Assessment Fee Revenue

Property Category	Dwelling/ Unit	Category Rates		
Calculated Rate %	N/A	50%	70%	90%
Annual FSA Fee	N/A	\$135	\$185	\$240
Residential	N/A			
SFR/Duplex/MH	33,463	\$4,517,505	\$6,190,655	\$8,031,120
Multi-Family	149	\$20,115	\$27,565	\$35,760
Non-Residential				
Commercial	324	\$43,740	\$59,940	\$77,760
Industrial/WH	8	\$1,080	\$1,480	\$1,920
Vacant/Agricultural	4,124	\$556,740	\$762,940	\$989,760
Institutional	65	\$0	\$0	\$0
Religious & Misc.	46 & 72	\$0	\$0	\$0
Government	765	\$0	\$0	\$0
Tangible Pers Prop	2001	\$0	\$0	\$0
TOTALS	41,017	\$5,139,180	\$7,042,580	\$9,136,560

Fire Services – Fee Comparison

Property Category	Dwelling/ Unit	Suggested	Polk County	Florida Entities
% of Calculated Rate	N/A	70%	94%	40% - 100%
Residential				
SFR/Duplex/Mobile Home	33,463	\$185	\$168	\$25. - \$305.
Multi-Family	149	\$185	\$124	\$25. - \$305.
Non-Residential				
Commercial	324	\$185	\$0.21	\$0.19 - \$0.59
Industrial/Warehouse	8	\$185	\$0.10	\$0.01 - \$0.11
Vacant/Agricultural Land	4,124	\$185	\$0.00	\$0 - \$78.00
Institutional	65	\$0.00	\$0.49	\$0 - \$1.04
Religious & Miscellaneous	46 & 72	\$0.00	\$0.49	\$0 - \$1.04
Government	765	\$0.00	\$0.49	\$0 - \$1.04
Tangible Personal Property	2,001	\$0.00	\$0.00	\$0.00
		\$7,042,580		



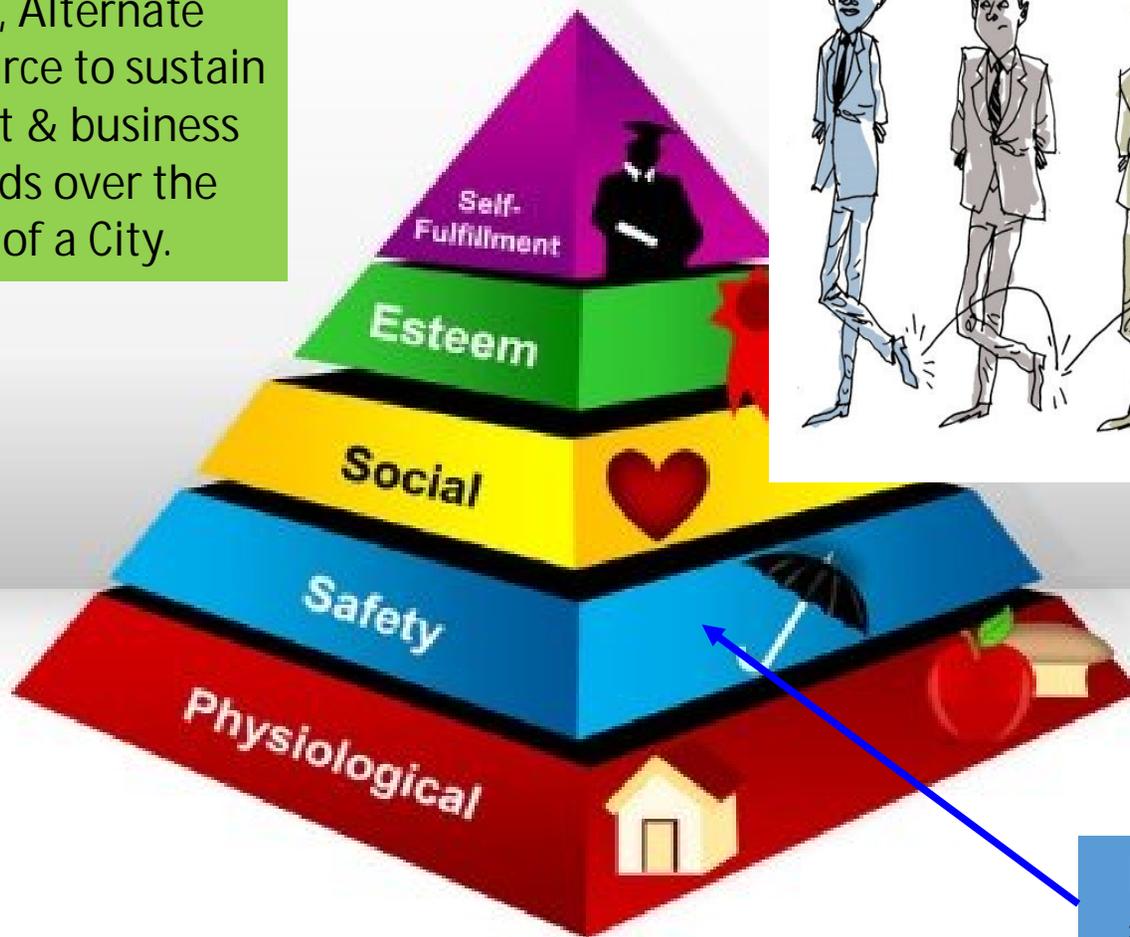
Policy Decisions

- To Provide an “Equitable & Fairly Apportioned ” FSAF Revenue Source
 - Do we implement a Fire Services Assessment Fee, and at what Level/Rate?
- What do we do about vacant land?
- Are there exemptions and caps?
 - ❖ Federal Govt. - Exempt
 - ❖ Do we exempt Some State owned property such as schools
 - ❖ Do we exempt Institutional, Religious & Non-Profits??
 - ❖ If the decision is to charge by square foot; Do we establish a Cap?
 - ❖ Do we establish a Save our home exemption application?
- Property taxes (millage rate) could decrease depending on the level of implementation decided on by the Commission, coupled with any exemptions.
- If Implemented, would the Fire Services Assessment Fee be included on the annual property tax bill distributed by the Volusia County Tax office?
- If implemented; When do we implement the FSAF?

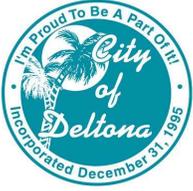
- Today’s Decision: Do we want to fund the costs of a FSAF study?

Maslow's Hierarchy of needs

FSAF – Is a fair & equitable, Alternate Revenue Source to sustain our resident & business safety needs over the lifetime of a City.



DFD & VCSO,
and Financial



Agenda Memo

AGENDA ITEM: B.

TO: Mayor and Commission

AGENDA DATE: 6/27/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - B

SUBJECT:

Discussion regarding implementation of Compensation and Classification Study - Richard Adams, HR Director (386) 878-8752.

Strategic Goal: Fiscal Issues

LOCATION:

City Wide

BACKGROUND:

The Compensation and Classification study has been completed with recommendations.

COST:

Approximately \$150,000, excluding historical pay increases occurring on Oct. 1st.

SOURCE OF FUNDS:

FY 16/17 Budget

ORIGINATING DEPARTMENT:

Richard Adams, HR Director 386-878-8752

STAFF RECOMMENDATION PRESENTED BY:

Jane Shang, City Manager and Richard Adams, HR Director - Staff recommends that the City Commission approve and fund the Compensation and Classification Study recommendations in the FY 16/17 budget.

POTENTIAL MOTION: n/a

Executive Summary

Project Goals and Objectives:

The City of Deltona sought consulting assistance to:

- ✓ provide a compensation and classification study and report;
- ✓ suggest appropriate staffing levels for each of the departments.

Major Project Phases:

- ✓ Project initiation and refinement of approach;
- ✓ Orientation sessions for employees regarding how to complete questionnaires;
- ✓ Employee completion of Job Analysis Questionnaires;
- ✓ Conduct interviews with departments;
- ✓ Market survey of comparable and area employers for similar jobs;
- ✓ Analyze departmental staffing levels;
- ✓ Develop compensation structure and classification level assignments;
- ✓ Develop and submit report recommendations.

Major Findings:

- ✓ Staffing in most departments is on target to meet service level needs.
- ✓ The compensation structure is slightly behind the market according to survey data.
- ✓ A few incumbents are completing work beyond their current classification level.
- ✓ Benefits provided are consistent with other communities, however, health care costs appear to be relatively high in the City.

Major Recommendations:

- ✓ Add an Events Manager in the City Manager's Office, an Inspector position in Construction Services, a City Engineer position in Public Works, and a Parks Maintenance position in Parks and Recreation.
- ✓ Upon retirement, reclassify the Planning Manager position to a Planner II with GIS.
- ✓ Fire Rescue should be further evaluated for possible addition of Firefighter positions.
- ✓ Human Resources should have both an HR Director and an HR Manager position.
- ✓ Implement a Unified compensation schedule with 62% ranges to reflect the market study.
- ✓ Apply a 3% across the board to the 234 employees effective 10/1/16, for \$289,725.
- ✓ Adjust 35 employees to the recommended range minimums for \$29,467.
- ✓ Apply equity adjustments to 96 employees based on time in position for \$121,070.
- ✓ Total cost of implementing pay plan, including 3% across the board, is \$440,501, or 4.52%.
- ✓ Costs to minimums and equity adjustments include about 57% to field positions, about 22% to office positions, about 20% to managers and supervisors, and 1% to directors.

Supplemental Benefits Comparison

	Life Insurance	Short-term Disability	Vacation	Sick Leave	Holidays	Well Days/Other	Other	Tuition Reimbursement
Deltona	1.5 x annual salary up to \$150,000	Yes	By Years of Service 1 year: 40 hours 2 to 5 years: 80 hours 6 to 10 years: 120 hours 11 to 15 years: 160 hours 16+ years: 200 hours	96 sick hours per year	11 paid holidays a year	2 plus Birthday Off	Senior Management Benefits (higher vacation accruals), Birthday day off	No
New Smyrna Beach	No	No	PTO by Years of Service 1-5 years: 144 hours 6-13 years: 192 hours 14-20+ yeras: 240 hours	N/A	9 paid holidays per year	No	Managerial Personal Leave is higher than regular employees	No
Deland	1x Salary up to \$50,000	No	Yes (by Years of Service) 0-10 years: 80 hours vacation 11 years: 88 hours vacation 12 years: 96 hours vacation 13 years: 104 hours vacation 14 years: 112 hours vacation 15+ years: 120 hours vacation	Yes (by Years of Service) 0-3 years: 40 hours sick 4+ years: 80 hours sick	9 paid holidays a year	Have two personal days per fiscal year	N/A	No

Orange City	1x Salary plus additional 2x if accidental death/dismemberment	100% for 6 months	PTO by Years of Service 0-5 years: 161 hours 5-10 years: 187 hours 10-15 years: 213 hours 15-20 years: 239 hours 20-25 years: 265 hours 25+ years: 291 hours	N/A	11 paid holidays a year	No	N/A	Yes
Holly Hill	Yes (2x if accidental)	No	Yes (by Years of Service) 0-4 years: 10 days per year 5-9 years: 13 days per year 10-14 years: 15 days per year 15-19 years: 18 days per year 20-24 years: 23 days per year 25-29 years: 25 days per year Over 29 years: 27 days per year	Yes (Credited one day per month for each month of service up to max 90 days)	9 paid holidays a year	Sick Leave Incentive (If an employee doesn't use sick leave, they're compensated based on a chart)	Birthday day off	No
South Daytona	\$25,000 for regular employees	AFLAC	PTO (by Years of Service) 0-4 years: 176 hours 4-9 years: 200 hours 9-14 years: 240 hours 14-20 years: 248 hours 20-25 years: 256 hours 25-30 years: 280 hours 30+ years: 288 hours	N/A	10 paid holidays a year	Perfect Attendance Day	N/A	Educational reimbursement

Ormond Beach	1x Salary up to \$100,000	No	PTO (by Years of Service) 144-240hrs per year based on years of service	N/A	10 paid holidays a year	N/A	N/A	Tuition reimbursement (2 courses per term)
Daytona Beach	1x Annual Salary (min. \$25,000)	No	PTO (by Years of Service) 0-7 years: 192 hrs per year 8-14 years: 216 hrs per year 15-19 years: 240 hrs per year 20+ years: 264 hrs per year	N/A	7 paid holidays a year, plus 2 floating	N/A	Birthday day off, employee appreciation day off,	Max of \$1,000 per year

SR - 6/13/2016

J:\Surveys\Benefits-Insurance Surveys

In reviewing the benefits of the other cities in the health insurance comparison, overall, Deltona's supplemental benefits are comparable with other cities. Although it is near impossible to make an exact determination due to lengths of service, pay rates, etc.

I would place Deltona in the middle of the road, not overly rich, yet competitive enough to continue to attract and retain top talent.

Richard Adams, HR Director

City of Deltona Employee Benefit Factors

Department	Factor	Notes
City Manager	33.3%	Does not include City Manager
City Clerk	44.1%	
Finance	35.0%	
IT	42.2%	
City Attorney	35.3%	Does not include City Attorney
Planning	39.8%	
Building Services	34.8%	
HR	42.3%	
General Government	49.0%	
Enforcement services	41.2%	
Fire Admin	35.9%	
Fire Operations	57.6%	
Public Works	45.6%	
Parks & recreation	38.2%	
Stormwater	54.6%	
Solid Waste	42.5%	
Deltona water	45.6%	
Overall Average	42.2%	
Average less Fire Operations	41.2%	

Merit Increases for Cities in Volusia County

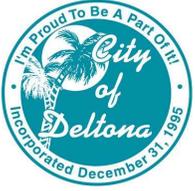
2016-2017

City	2016 Projected Increase	2015-2016	2014-2015	2013-2014	2012-2013
Daytona Beach	5% for employees, increasing minimum pay ranges 2-3%	0%	3%	2%	0
Orange City	2%	3%	3%	3%	3%
New Smyrna Beach	Are implementing Phase II of their salary study. Individuals that are below the time in grade, up to the midpoint of the range, will be eligible for increases (about 74% of employees)	3%	3%	2%	2%
Daytona Beach Shores	3%	3%	2.6 - 3.5%	2% - 4.5%	2.5% - 4%
Port Orange	2.50%	3%	3% + additional 2 - 3% per Comp Study	2.50%	1.50%
Volusia County	3%	3%	3.50%	3%	0
South Daytona	2%	2%	4%	3%	3%
Ponce Inlet	3% - Salary survey in progress	3%	2%	2%	0
Edgewater	3%	0%	0%	2%	2%
DeLand	3%	3%	3%	0 - 3%	3%
Holly Hill	3%	2%	1%	3%	3%
Ormond Beach	Unknown	2%	2%	3%	3%
Deltona	3% + Comp Study	0 - 3%	0 - 3%	0 - 3%	0 - 3%
Average of Reported Increases	3%	2.30%	2.80%	2.80%	2.10%

Deltona has remained consistent with other cities in Volusia County. The projected 3% increase plus the increases associated with the comp study places Deltona in line with what other cities are doing and have done in the recent past.

It is my recommendation that the Comp Study, along with the planned 3% increase be implemented.

Richard Adams, HR Director



Agenda Memo

AGENDA ITEM: C.

TO: Mayor and Commission

AGENDA DATE: 6/27/2016

FROM: Richard Adams, HR Director

AGENDA ITEM: 4 - C

SUBJECT:

Health Insurance Update - Richard Adams, HR Director 386-878-8752

Strategic Goal: Fiscal Issues

LOCATION:

City Wide

BACKGROUND:

The Commission has directed staff to go out to bid for health coverage. Attached is an update on the status of the Request for Proposal. Hand-out attached.

COST:

N/A

SOURCE OF FUNDS:

N/A

ORIGINATING DEPARTMENT:

Richard Adams, HR Director 386-878-8752

STAFF RECOMMENDATION PRESENTED BY:

Update on health insurance renewal

POTENTIAL MOTION:

N/A



City of Deltona

Health Insurance Committee Meeting Update 6/27/2016

- Committee met on 6/16/2016
- RFPs will go out by 7/01/2016
- We are requesting quotes showing various models, including;
 - Staying with our current coverage levels
 - Increasing deductibles
 - Adding tiers of coverage based on lifestyle, i.e. smoking rates, etc.
 - Adding a High Deductible option
- RFPs are due by 8/15/2016
- Committee will reconvene to review and discuss all options and we will also discuss/review:
 - The benefits waiting period – possibly changing from our current model of eligibility on the first of the month following date of hire, to adding in a waiting period of 30 or 60 days.
 - The city contribution to dependent coverage
- Recommendation on which plan to choose will be made by 10/01/2016

Thank you,

Richard Adams, BSBA, SPHR, SHRM-SCP
Human Resources Director

Health Insurance Survey - 2016
Local Cities

Health Insurance Survey - May 2016														
City	Plan	Deductible	Coninsurance (Amn't paid by Ins.)	Out of Pocket Maximums	Primary Care	Specialist	Hospitalization	ER	Lab Test / X-ray	Advanced Imaging (MRI, MRA, CT, Pet)	Urgent Care	Pharmacy	Contribution levels & premiums (Note: All premiums were converted to a bi-weekly payment schedule)	Renewals
City of Deltona	United Healthcare - Core Plan	\$500 (Ind) / \$1,000 (Fam)	80%	\$2,500 (Ind) / \$5,000 (Fam)	\$20 copay	\$30 copay	Deductible & coinsurance	\$200 copay	covered in full	Deductible & coinsurance	\$75	\$10/30/60	City pays 100% of employee only (\$733.02) & 50% of remaining dependent coverage based on core plan; Emp - \$0, EE & Sp - \$178.58, EE & CH(RN) - \$155.03, Family - \$321.10	10/15 - 12/16* - 13.56% (*15 month rate renewal)
	United Healthcare - Buy-up Plan	\$500 (Ind) / \$1,000 (Fam)	100%	\$1,250 (Ind) / \$2,500 (Fam)	\$20 copay	\$30 copay	Deductible	\$200 copay	covered in full	Deductible	\$75	\$10/30/60	City pays \$733.02 per emp. & amn't equal to that paid towards dependent coverage on core plan; Emp - \$39.70, EE & Sp - \$260.19, EE & CH(RN) - \$231.11, Family - \$436.13	
	United Healthcare - Choice +	Network - \$500 (Ind) / \$1,000 (Fam)...Non-Network - \$1,000 (Ind) / \$2,000 (Fam)	Network - 80%...Non-Network - 60%	Network - \$2,500 (Ind) / \$5,000 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Network - \$20...Non-Network - Deductible & coinsurance	Network - \$30...Non-Network - Deductible & coinsurance	Deductible & coinsurance (Network & Non-network)	\$200 copay	Network - \$0...Non-Network - Deductible and coinsurance	Deductible & coinsurance (Network & Non-network)	Network - \$75...Non-Network - Deductible and coinsurance	\$10/30/60	City pays \$733.02 per emp. & amn't equal to that paid towards dependent coverage on core plan; Emp - \$16.26, EE & Sp - \$212.01, EE & CH(RN) - \$186.18, Family - \$368.21	
New Smyrna Beach	Florida Healthcare - HMO (T42)	none	85%	\$2,500 (Ind) / \$5,000 (Fam)	\$20 copay	\$35 copay	\$200 copay	\$100 copay	covered in full	Covered in full	\$60	\$3/10/30 (FHCP) / (n/a)/35/60 (Walgreens)	City pays 90% of employee only; Emp - \$36.37, Single parent/Couple - \$275.35, Family - \$414.66	2015 - 0% FHCP / 6% BCBS.....2016 - unknown
	Florida Healthcare - HMO (T66)	\$250 (Ind) / \$750 (Fam)	90%	\$3,000 (Ind) / \$6,000 (Fam)	\$20 copay	\$35 copay	Deductible & coinsurance	\$100 copay	\$0 (Lab) / \$35 (x-ray)	\$150 copay	\$50	\$3/10/30 (FHCP) / (n/a)/15/35 (Walgreens)	City pays 90% of employee only; Emp - \$32.5, Single parent/Couple - \$246.33, Family - \$370.96	
	Blue Cross Blue Shield - PPO	Network - \$0 (Ind) / \$0 (Fam)...Non-Network - \$500 (Ind) / \$1,500 (Fam)	Network - 100%...Non-Network - 60%	Network - \$1,500 (Ind) / \$3,000 (Fam)...Non-Network - \$3,000 (Ind) / \$6,000 (Fam)	Network - \$10...Non-Network - Deductible & coinsurance	Network - \$25...Non-Network - Deductible & coinsurance	(Per Admission) Network - \$250 or \$500...Non-Network - \$750	Network & Non-Network - \$100	Network - \$0 (Lab) / \$50 (x-ray)...Non-Network - Deductible and coinsurance	Network - \$125...Non-Network - Deductible & coinsurance	Network - \$30...Non-Network - Deductible & coinsurance	Network - \$10/50/80...Non-Network - 50% coinsurance	City pays 90% of employee only; Emp - \$41.88; Single parent - \$393.69; Couple - \$619.86; Family - \$929.79	

Health Insurance Survey - 2016
Local Cities

City	Plan	Deductible	Coninsurance (Amn't paid by Ins.)	Out of Pocket Maximums	Primary Care	Specialist	Hospitalization	ER	Lab Test / X-ray	Advanced Imaging (MRI, MRA, CT, Pet)	Urgent Care	Pharmacy	Contribution levels & premiums (Note: All premiums were converted to a bi-weekly payment schedule)	Renewals
DeLand	Florida Healthcare - HMO (TD7)	\$500 (Ind) / \$1,500 (Fam)	90%	\$2,000 (Ind) / \$4,000 (Fam)	\$20 copay	\$35 copay	(Per Admission) Deductible & coinsurance	\$100 copay	\$0 or Deductible & coinsurance (Lab) / \$35 (x-ray)	\$75 copay	\$50 copay	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	City pays \$404.23 per employee; Emp - \$67.53, Emp + 1 - \$207.28, SP w/ CH(RN) - \$207.28, Family - \$308.91	2015 - 0% / 2016 - unknown
	Florida Healthcare - POS (T08)	Network - \$0 (Ind) / \$0 (Fam)...Non-Network - \$2,000 (Ind) / \$4,000 (Fam)	Network - 85%...Non-Network - 50%	Network - \$2,000 (Ind) / \$4,000 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Network - \$20...Non-Network - Deductible & coinsurance	Network - \$35...Non-Network - Deductible & coinsurance	\$250/Day (Days 1-5)	\$100 copay	Network - \$0 (Lab) / (x-ray)...Non-Network - Deductible and coinsurance	Network - \$0...Non-Network - Deductible & coinsurance	\$60 copay (Network and Non-network)	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	City pays \$404.23 per employee; Emp - \$108.70, Emp + 1 - \$271.10, SP w/ CH(RN) - \$271.10, Fam - \$389.21	
Orange City	United Healthcare - Base HMO	\$1,500 (Ind) / \$4,500 (Fam)	100%	\$1,500 (Ind) / \$4,500 (Fam)	\$25 copay	\$50 copay	Deductible	\$200 copay	covered in full	\$200 copay	\$75 copay	\$10/35/60	City pays 100% employee only (\$719.04); Emp - \$0, Emp & Sp - \$274.07, Emp & CH(RN) - \$243.79, Family - \$637.52	2015 -5% / Anticipating a similar renewal in 2016
	United Healthcare - Buy-Up HMO	\$250 (Ind) / \$500 (Fam)	100%	\$250 (Ind) / \$500 (Fam)	\$15 copay	\$15 copay	Deductible	\$100 copay	covered in full	Deductible	\$35 copay	\$10/30/50	City pays \$719.04 per employee; Emp - \$43.67, Emp & SP - \$353.81; Emp & CH(RN) - \$319.54, Family - \$765.06	
Holly Hill	Florida Healthcare - HMO (G66)	\$250 (Ind) / \$750 (Fam)	90%	\$2,000 (Ind) / \$4,000 (Fam)	\$20 copay	\$35 copay	Deductible & coinsurance	\$100 copay	\$0 (Lab) / \$35 (x-ray)	\$150 copay	\$50 copay	\$3/10/30 (FHCP) / (n/a)/35/60 (Walgreens)	City pays 100% employee only (\$671.38); Emp - \$0, Emp & SP - \$238.34, Emp & CH(RN) - \$238.34, Family - \$369.26	2015 - 14.5% / 2016 - unknown
	Florida Healthcare - HMO (G23)	none	100%	\$1,500 (Ind) / \$3,000 (Fam)	\$10 copay	\$20 copay	\$200 copay	\$75 copay	covered in full	Covered in full	\$25 copay	\$3/10/30 (FHCP) / (n/a)/15/35 (Walgreens)	City pays \$671.38 per employee; Emp - \$45.29, Emp & SP - \$315.78; EE & CH(RN) - \$315.78, Family - \$464.36	
	Florida Healthcare - High Deductible Health Plan (HDHP) (G95) with Health Savings Account (HSA)	Network - \$1,250 (Ind) / \$2,500 (Fam)...Non-Network - \$2,400 (Ind) / \$4,800 (Fam)	Network - 80%...Non-Network - 60%	Network - \$3,000 (Ind) / \$6,000 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	\$3/10/30 (FHCP) / (n/a)/15/35 (Walgreen)	City pays \$671.38 per employee; Emp - (-\$78.91*), Emp & SP - \$103.41, EE & CH(RN) - \$103.41, Family - \$203.56////*\$78.91 deposited in Health Savings Account

Health Insurance Survey - 2016
Local Cities

City	Plan	Deductible	Coninsurance (Amn't paid by Ins.)	Out of Pocket Maximums	Primary Care	Specialist	Hospitalization	ER	Lab Test / X-ray	Advanced Imaging (MRI, MRA, CT, Pet)	Urgent Care	Pharmacy	Contribution levels & premiums (Note: All premiums were converted to a bi-weekly payment schedule)	Renewals
South Daytona (Triple Option plan not listed)	Florida Healthcare - HMO (T45)	none	85%	\$5,000 (Ind) / \$10,000 (Fam)	\$20 copay	\$35 copay	Per admit - \$500/Day (Days 1-5)	\$100 copay	\$0 or Coinsurance (Lab) / \$0 or Coinsurance (x-ray)	\$0 or Coinsurance	\$60 copay	\$0/3/10 (FHCP) / (n/a)/15/15 (Walgreens)	City pays 100% of employee only (\$678.51); Emp - \$0, Single parent w/ CH(RN)-\$227.05, Couple - \$227.05, Family - \$351.06	2015 - 7.1% / 2016 - anticipating 4%
	Florida Healthcare - HMO (G20)	none	n/a	\$1,500 (Ind) / \$3,000 (Fam)	\$15 copay	\$25 copay	Per admit - \$200 copay	\$75 copay	covered in full	Covered in full	\$30 copay	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	City pays \$678.51 per employee; Emp - \$24.82, Single parent w/ CH(RN)-\$269.86, Couple - \$269.86, Family - \$403.70	
Ormond Beach	Florida Healthcare - High Deductible Health Plan with Health Savings Account	Network - \$1,600 (Ind) / \$3,200 (Fam)...Non-Network - \$3,000 (Ind) / \$6,000 (Fam)	Network - 80%...Non-Network - 60%	Network - \$3,200 (Ind) / \$6,400 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	City pays 100% of employee only; Emp - \$0 (+\$1,350 HSA), Emp & SP - \$181.64, Emp & CH(RN)-\$181.64, Family - \$252.29	2015 - projected increase was 30%, so they added in the High Deductible Health Plan
	Florida Healthcare - POS	Network - \$0 (Ind) / \$0 (Fam)...Non-Network - \$500 (Ind) / \$1,500 (Fam)	Network - 100%...Non-Network - 70%	Network - \$2,500 (Ind) / \$5,000 (Fam)...Non-Network - \$5,000 (Ind) / \$10,000 (Fam)	Network - \$20...Non-Network - Deductible & coinsurance	Network - \$35...Non-Network - Deductible & coinsurance	Network - \$200...Non-Network - Deductible & coinsurance	\$100 copay	Network - Covered in full...Non-Network - Deductible & coinsurance	Network - Covered in full...Non-Network - Deductible & coinsurance	\$60 copay	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	City pays 100% of employee only; Emp - \$163.20, Emp & SP - \$462.34, Emp & CH(RN)-\$462.34, Family - \$578.68	

Health Insurance Survey - 2016 Local Cities

City	Plan	Deductible	Coninsurance (Amn't paid by Ins.)	Out of Pocket Maximums	Primary Care	Specialist	Hospitalization	ER	Lab Test / X-ray	Advanced Imaging (MRI, MRA, CT, Pet)	Urgent Care	Pharmacy	Contribution levels & premiums (Note: All premiums were converted to a bi-weekly payment schedule)	Renewals
City of Daytona Beach	Florida Healthcare-HMO (TE1)	\$250 (Ind) / \$750 (Fam)	90%	\$3,000 (Ind) / \$6,000 (Fam)	\$20 copay	\$35 copay	Deductible & coinsurance	\$100 copay	\$35 x-ray copay (independent facility) or Deductible & coinsurance (Hospital facility)	\$150 copay (independent facility) or Deductible & coinsurance (Hospital facility)	\$50 copay	\$3/10/30 (FHCP) / 15/15/35 (Walgreen)	Emp - \$33.27 (City- \$279.43), Emp & SP - \$169.42 (City - \$349.66), Emp & CH(RN)-\$169.42 (City - \$349.66), Family - \$227.04 (City - \$398.68)	2016-2017 - (renewed in April) - 12.5% which the city absorbed.
	Florida Healthcare - Triple Option (TE2)	Network - \$500 or \$1,000 (Ind) /\$1,000 or \$2,000 (Fam)...Non-Network - \$2,000 (Ind) /\$4,000 (Fam)	Network - 80% or 90%...Non-Network - 70%	Network - \$4,000 (Ind) / \$8,000 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Network - \$20 or \$35...Non-Network - Deductible & coinsurance	Network - \$35 or \$60...Non-Network - Deductible & coinsurance	Network - Deductible & coinsurance...Non-Network - Deductible & coinsurance	\$100 copay	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	\$75 copay	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	Emp - \$41.24 (City- \$316.39), Emp & SP - \$182.64 (City - \$411.05), Emp & CH(RN)-\$182.64 (City - \$411.05), Family - \$243.01 (City - \$472.63)	
	Florida Healthcare - High Deductible Health Plan with Health Savings Account	Network - \$1,600 (Ind) /\$3,200 (Fam)...Non-Network - \$3,000 (Ind) /\$6,000 (Fam)	Network - 80%...Non-Network - 60%	Network - \$3,200 (Ind) / \$6,400 (Fam)...Non-Network - \$6,000 (Ind) / \$12,000 (Fam)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & 20% coinsurance (Network & Non-network)	Deductible & 20% coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	Deductible & coinsurance (Network & Non-network)	\$3/10/30 (FHCP) / \$15/15/35 (Walgreens)	Emp - \$9.16 (City- \$227.04), Emp & SP - \$92.88 (City - \$299.23), Emp & CH(RN)-\$92.88 (City - \$299.23), Family - \$123.42 (City - \$349.22) ///\$55.33 bi-weekly deposited in Health Savings Account

J:/Insurance Related / Health Ins. Survey 5-2016
RW - 6/15/16

The City of Deltona's health care coverages are in line with what other cities offer overall. In regards to deductibles, co-pays, out of pocket, etc. the City of Deltona is in the middle of the road compared to other cities.

Richard Adams, HR Director