Attachment C

Employee Benefits Fund Operating Statement

		Actual 2025	Projected 2026	Projected 2027
OPERATING REVENUES				
City contributions	$	14,192,488	16,768,674	17,558,810
Survivors Life Insurance		516,861	504,249	514,334
Health Insurance		2,267,200	2,548,374	2,675,792
Vision Insurance		165,550	182,635	186,288
Retirees Contributions		652,802	778,244	793,809
Dental Insurance		545,830	564,789	576,085
LHA Employee contributions		223,841	261,970	275,069
COBRA Contributions		56,025	51,117	52,139
Total operating revenues		18,620,597	21,660,052	22,632,326
OPERATING EXPENSES				
Premiums:				
Medical Insurance		16,604,661	17,610,434	19,195,373
Dental Insurance		920,767	995,000	1,014,900
Vision Insurance		212,809	208,000	212,160
Long Term Disability Insurance (group life & ADD)		717,752	658,250	671,415
Life & Survivors' Life Insurance		216,750	212,000	216,240
Gallagher/IMA - benefit consultant		94,620	110,000	110,000
Mines & Associates - EAP		50,938	56,135	60,000
Reinhart, Boerner - legal fees		5,388		
Rocky Mountain Reserve - COBRA & Flex Adm Fees		19,654	22,000	22,000
Bad Debt		(2,217)		
OPEB actuary report		3,500	8,000	8,000
Wellness Incentive		37,846		40,000
Employee Rec Passes				75,000
Colo Firefighter Heart & Ci		37,134	53,000	53,000
Health Care Reform PCORI fee		5,894	6,697	7,000
Police & Fire Physicals		74,643	70,000	70,000
Sigma Tactical		258,296	169,800	200,000
Mindful Wellness			233,335	200,000
Total operating expenses		19,258,435	20,412,651	22,155,088
Operating income (loss)		(637,838)	1,247,401	477,238
NON-OPERATING REVENUES AND EXPENSES				
Investment income		380,638	330,000	314,112
State reimbursement for Fire coverage		50,547		
Kaiser reimbursement - prior years			12,694	10,000
Misc/Medical claims runout refunds		25	25	25
Net non-operating revenues		431,210	342,719	324,137
Income before transfers		(206,628)	1,590,119	801,375
Change in net assets		(206,628)	1,590,119	801,375
TOTAL NET ASSETS-January 1		8,718,733	8,512,106	8,512,106
TOTAL NET ASSETS-December 31	$	8,512,106	10,102,225	9,313,480