Employee Health Benefits

Department Director: Wade Childress, Chief Human Resources Officer
OMB Budget Analyst: Veronica Ettel

Department Purpose

Employee Health Benefits accounts for the expenditures associated with medical benefits, dental benefits, and the wellness program for County employees. The costs of these self-insured benefits are funded through an internal service fund established for the purpose of administering the County's comprehensive coverage for employees. The Employee Health Benefits Fund is administered by the Human Resources Department (HRD), whose budget is listed under Independent Agencies. Beginning in Fiscal Year 2008, the reserve for accrued liability holds the County's cumulative funding for Other Post Employment Benefits (OPEB) obligations. For fiscal years starting after June 15, 2017, the Governmental Accounting Standards Board requires recording 100% of the OPEB obligation at implementation and yearly updates. The County’s expense is the annual change in the total obligation.

Budget Summary

5006- Employee Health Benefits Fund

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
Personnel Services	$61,943,621	$65,620,072	$65,700,942	$64,396,010	$70,451,480
Operating Expenses	$3,631,099	$4,125,327	$4,978,686	$4,537,330	$5,328,070
Capital Outlay	$19,566	$14,090	$18,040	$12,000	$6,000
Transfers to Other Funds	$0	$0	$0	$6,461,460	$1,700,000
Reserves	$0	$0	$0	$125,743,740	$123,470,490
Grand Total	**$65,594,286**	**$69,759,489**	**$70,697,668**	**$201,150,540**	**$200,956,040**

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
FTE	2.0	2.0	3.0	3.0	3.0

Budget Drivers

Excluding reserves and transfers, the FY27 Budget Request ($75.786M) increases $840,210 (1.1%) over the FY26 Amended Budget, and $6.840M (9.9%) compared to the FY26 Adopted Budget. Employee Health Benefits appropriations are budgeted separately in the Employee Health Benefits Fund. Medical claims costs have risen 11.2% over three years, from $57.000M in FY23, to $63.363M in the FY26 estimate and FY27 base request. These figures do not include the Decision Package submitted for an increase of $3.900M in Medical Claims over the FY26 Amended Budget.

The Personnel Services budget, for staff only, increases by $2,310 (0.5%) to $477,510. The FTE count is flat at 3.0. The medical and dental claims portion of the Personnel Services budget ($66.363M) increases $331,000 (0.5%) over the FY26 Amended Budget , and $5.831M (9.6%) over the original Adopted Budget. The increase is based on needing two years of budget amendments in FY25 and FY26. In FY24, the Medical Claims account budget was set at $57.532M, slightly above the total $57.000M actual claims expenses for FY23, and $2.122M less than the actual expenses ($59.920M) at year-end FY24. The Medical Claims account budget stayed at $57.532M in the adopted budgets for FY25 and FY26. The FY25 budget was amended during the fiscal year to add $3.000M for medical claims, and at year-end, actual expenses totaled $59.654M. The FY26 adopted budget for medical claims did not increase above $57.532M. Projections based on monthly trends indicate actual claims expense will increase another $3.000M, to $63.032M, so the FY26 budget was amended to add $6.000M to the account's base.

The Operating Expenses budget increases by $290,740 (5.8%) to $5.328M. Professional, contractual, and plan administrative services total $4.981M, 93.5% of operating expenses.

Capital Outlay decreases $6,000 (50.0%) to $6,000.

Transfers to the General Fund decreases $4.761M (73.7%) to $1.700M. The one-time transfer to the Sheriff’s Office Budget is not budgeted again in FY27. The remaining $1.700M is for Year-2 of planned transfers from accumulated reserves to the General Fund, for a total of $17.000M over 10 years.

Total Reserves decrease $2.273M (1.8%) to $123.470M, with $13.062M in the Contingency Reserve, and $110.408M in the Accrued Liability Reserve.

FY27 Decision Packages

- Decision Package #1 removes Health Plan member guidance services from the UMR contract (-$346,000) and replaces it with Advocacy/Concierge service from Quantum (+$858,000). The net increase of $512,000 is recurring, with recurring savings estimated at a $1.000M return on investment.

  The County Administrator does not have a recommendation for the Decision Package at this time. Further discussion is required.
- Decision Package #2 increases the medical claims and plan administration account budgets by $3.900M (6.2%) over the FY26 Amended Budget. The requested increase is based on 5-6% annual growth in actual expenses experienced over the past three years. Increased expenses in the Employee Health Benefits Fund are consistent with national trends in medical expenses and industry premiums. Beyond normal inflation, pharmacy expenses have risen with increased use of GLP1 and other high-cost drugs for medical treatment.

  The County Administrator does not have a recommendation for the Decision Package at this time. Further discussion is required.

Summary of Proposed Changes to User Fees for FY27

- The Employee Health Benefits Fund charges no User Fees to the Public.
- The internal fund serves active employees, retirees, and their dependents. Employer Contributions remain flat at $19,090 per employee per year for medical benefits and $990 per employee per year for dental benefits (single coverage). Fund revenue primarily comes from Employer Contributions that are paid by departments each pay period for active employees. Most other revenues come from employee and retiree medical and dental premiums established in the Annual Benefits Plan.

Department Context and Considerations

- Departments provide operational and environmental context from their development of the FY27 budget.

FY26 Accomplishments

- On-Site Wellness Buses
  - Skin Cancer Screenings
  - Mammograms
  - Vaccinations
- RFP Solicitation for Pharmacy Benefit Management
- RFP Solicitation for Employee Advocacy Services
- Implementation of Benefits - Workday

Budget Summary by Program and Fund

Employee Health Benefits

Administers the Employee Health Benefits programs, including the Wellness Center.

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
Emp Health Benefits	$65,594,286	$69,759,489	$70,697,668	$68,945,340	$75,785,550
General Fund	$0	$0	$0	$0	$0
Grand Total	**$65,594,286**	**$69,759,489**	**$70,697,668**	**$68,945,340**	**$75,785,550**

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
FTE	2.0	2.0	3.0	3.0	3.0

Transfers Program

Oversees the transfer of intra- and intergovernmental funds.

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
Emp Health Benefits	$0	$0	$0	$6,461,460	$1,700,000
Grand Total	**$0**	**$0**	**$0**	**$6,461,460**	**$1,700,000**

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
FTE	0.0	0.0	0.0	0.0	0.0

Reserves

Oversees the management and allocation of the County's financial reserves.

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
Emp Health Benefits	$0	$0	$0	$125,743,740	$123,470,490
Grand Total	**$0**	**$0**	**$0**	**$125,743,740**	**$123,470,490**

	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY27 Budget
FTE	0.0	0.0	0.0	0.0	0.0

Attachments:

1. Organizational Chart (pgs. 4-5)
2. Budget Report By Fund - Revenues and Expenditures (pgs. 6-7)
3. Decision Packages Report(s) (pgs. 8-9)
4. Vacancy Report (pg. 10)

Pinellas County
Human Resources
Unified Personnel System

Human Resources Organization Chart

Unified Personnel System Board

- **Wade Childress** – Chief Human Resources Officer
  - Ashley Paulino – Executive Assistant
  - **True Kelly-Martin** – Benefits Director
    - **Benefits & Retirement**
      - Kelly Faircloth – Benefits Manager
        - Karla Cook – Benefits Consultant
        - Natalie Fee – Benefits Analyst
        - Christine Gauger – Benefits Specialist
        - Ashley Wesley-Loyd – Benefits Technician
    - **Wellness**
      - Jane Grannis – Wellness Program Supervisor
        - VACANT – Wellness Technician
  - **Irena Karolak** – Employee Communications & Volunteer Services Manager
    - **Communications**
      - Camille Evans – Communications Coordinator
      - Breanne O'Leary – Communications Specialist
    - **Volunteer Services**
      - Cantrece Harmon – Volunteer Services Specialist
  - **Dawn Stopha** – Learning & Development Director
    - Kate Mamot – Learning & Development Consultant
    - LeahRae Rusu – Learning & Development Consultant
    - Holley Walker – Learning & Development Consultant
    - VACANT – Learning & Development Consultant
    - Kevin Connelly – Learning & Development Analyst
  - **Maria Ciro** – Business Partners Assistant Director
    - Missy Kracher – HR Business Partner
    - Michelle Musser – HR Business Partner
    - VACANT – HR Business Partner
  - **Judith Petersen** – Recruitment Manager
    - Sasha Anderson – Recruiter
    - Bertha Battle – Recruiter
    - Rebecca Geiger – Recruiter
  - **Brennan Atwood** – Technology, Compensation & Operations Manager
    - **Classification & Compensation**
      - Jim Beaty – Compensation Consultant
      - Bryant Jasper-Williams – HR Contracts Coordinator
      - Lauren Bollinger – HR Specialist
      - Miranda Lee – HR Specialist
    - **HR Operations**
      - Danielle Holland – HR Operations Supervisor
        - Gene Fields – HRIS Analyst
        - Judy Breadon – HR Specialist
        - Kameron Szatkowski – HR Technician

See page 2 for accessible version.

Human Resources Organization Chart

Unified Personnel System Board

Administration
Wade Childress, Chief Human Resources Officer, HRD/E1, 03-11-2024
Ashley Paulino, Executive Assistant, HRD/E17, 08-27-2023

Benefits & Wellness

Benefits & Retirement
True Kelly-Martin, Benefits Director, HRD/E52, 09-09-2024
Kelly Faircloth, Benefits Manager, HRD/E11, 12-23-2019
Karla Cook, Benefits Consultant, HRD/E45, 01-16-2021
Natalie Fee, Benefits Analyst, HRD/C61, 09-11-2022
Christine Gauger, Benefits Specialist, HRD/C35, 02-09-2026
Ashley Wesley-Loyd, Benefits Technician, HRD/C53, 10-08-2023

Wellness
Jane Grannis, Wellness Program Supervisor, HRD/E39, 02-16-2020
VACANT, Wellness Technician, HRD/C50

Employee Communications & Volunteer Services
Irena Karolak, Employee Communications & Volunteer Services Manager, HRD/E25, 10-01-2017

Communications
Camille Evans, Communications Coordinator, HRD/C9, 08-13-2023
Breanne O'Leary, Communications Specialist, HRD/C45, 09-19-2022

Volunteer Services
Cantrece Harmon, Volunteer Services Specialist, HRD/C40, 02-11-2024

Learning & Development
Dawn Stopha, Learning & Development Director, HRD/E53, 01-27-2025
Kate Mamot, Learning & Development Consultant, HRD/E21, 11-03-2025
LeahRae Rusu, Learning & Development Consultant, HRD/E47, 12-02-2024
Holley Walker, Learning & Development Consultant, HRD/E55, 07-28-2025
VACANT, Learning & Development Consultant, HRD/E60
Kevin Connelly, Learning & Development Analyst, HRD/C52, 10-04-2015

HR Business Partners & Employee Relations
Maria Ciro, Assistant Director, HRD/E2, 05-24-2021
Missy Kracher, HR Business Partner, HRD/E40, 07-11-2022
Michelle Musser, HR Business Partner, HRD/E46, 04-10-2023
VACANT, HR Business Partner, HRD/E9

Recruitment
Judith Petersen, Recruitment Manager, HRD/E54, 06-02-2025
Sasha Anderson, Recruiter, HRD/E35, 10-20-2025
Bertha Battle, Recruiter, HRD/E33, 09-29-2019
Rebecca Geiger, Recruiter, HRD/E43, 10-04-2021

Technology, Compensation & Operations
Brennan Atwood, Technology, Compensation & Operations Manager, HRD/E34, 08-29-2021

Classification & Compensation
Jim Beaty, Compensation Consultant, HRD/E49, 12-31-2023
Bryant Jasper-Williams, HR Contracts Coordinator, HRD/C56, 04-23-2023
Lauren Bollinger, HR Specialist, HRD/C62, 05-07-2023
Miranda Lee, HR Specialist, HRD/C14, 02-09-2026

HR Operations
Danielle Holland, HR Operations Supervisor, HRD/E48, 01-26-2023
Gene Fields, HRIS Analyst, HRD/C36, 04-10-2022
Judy Breadon, HR Specialist, HRD/C63, 08-07-2023
Kameron Szatkowski, HR Technician, HRD/C17, 02-02-2026

Pinellas County
Standard Detail
Fund: 5006 - Emp Health Benefits
Attachment 2

Account	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY26 Amended	FY27 Request	Budget to Amended Change	Budget to Amended % Change
2710201 - FB-Unrsv-Cntywide-Beg	110,882,504	106,978,690	117,564,697	128,993,490	128,993,490	128,898,900	(94,590)	-0.07%
Revenues								
3412401 - Int Sv-Health Benefits	55,389,059	62,252,025	62,626,225	58,940,000	58,940,000	58,940,000	0	0.00%
3494401 - Charges to Employees and Retirees	10,287,070	10,648,372	10,593,843	10,329,050	10,329,050	10,229,140	(99,910)	-0.97%
3611001 - Interest On Investments	3,799,657	5,339,204	5,780,674	2,888,000	2,888,000	2,888,000	0	0.00%
3613001 - Net Inc/Dec In Fair Value	509,476	1,966,449	(43,204)	0	0	0	0	n/a
3693099 - Miscellaneous Settlements	0	0	126,287	0	0	0	0	n/a
3699350 - Refund Of Prior Yrs Exp	0	782	332,399	0	0	0	0	n/a
3699991 - Other Miscellaneous Revenue	174,618	110,078	38,413	0	0	0	0	n/a
Revenues Total	70,159,879	80,316,910	79,454,637	72,157,050	72,157,050	72,057,140	(99,910)	-0.14%
Total Resources	181,042,383	187,295,599	197,019,334	201,150,540	201,150,540	200,956,040	(194,500)	-0.10%
Personnel Services								
5110001 - Executive Salaries	96,318	111,372	283,431	290,000	290,000	292,920	2,920	1.01%
5120001 - Regular Salaries & Wages	32,684	46,548	48,969	50,500	50,500	51,010	510	1.01%
5140001 - Overtime Pay	0	10	466	0	0	0	0	n/a
5210001 - FICA Taxes	9,788	11,885	24,655	23,540	23,540	23,680	140	0.59%
5220001 - Retirement Contributions	15,120	21,221	45,601	48,600	48,600	47,540	(1,060)	-2.18%
5220003 - Retirement Contrib-GASB 68	0	0	92,874	0	0	0	0	n/a
5230001 - Hlth,Life,Dntl,Std,Ltd	28,844	38,874	59,234	62,560	62,560	62,360	(200)	-0.32%
5299991 - Reg Salary&Wgs-Contra-Prj	0	(17)	(1,357)	0	0	0	0	n/a
5299992 - Benefits-Contra-Projects	(134)	(7)	(439)	0	0	0	0	n/a
Claims and Operating								
5230003 - Hlth Prem Retir-Sec Horiz	1,773,773	1,784,578	1,959,969	2,777,010	2,777,010	2,999,170	222,160	8.00%
5230011 - Wellness Incentive Program	169,998	321,095	284,757	322,000	322,000	322,000	0	0.00%
5231101 - Hlth Claims Pd-Medical	56,999,852	59,920,351	59,653,511	57,531,800	63,031,800	63,362,800	331,000	0.53%
5231102 - Hlth Claims Pd-Dental	2,520,778	3,059,360	2,972,048	3,000,000	3,000,000	3,000,000	0	0.00%
5231104 - Employer HSA Funding	268,400	276,800	249,923	290,000	290,000	290,000	0	0.00%
5310001 - Professional Services	17,369	5,354	8,696	26,900	26,900	44,800	17,900	66.54%

Pinellas County
Standard Detail
Fund: 5006 - Emp Health Benefits
Attachment 2

Account	FY23 Actual	FY24 Actual	FY25 Actual	FY26 Budget	FY26 Amended	FY27 Request	Budget to Amended Change	Budget to Amended % Change
5340001 - Other Contractual Svcs	511,781	543,150	600,293	623,330	623,330	654,660	31,330	5.03%
5340008 - Admin Fee-Medical	2,985,034	3,497,080	4,076,017	3,750,000	4,250,000	4,250,000	0	0.00%
5340010 - Admin Fee-Flex Spend Acct	25,822	25,830	24,120	32,000	32,000	32,000	0	0.00%
5400001 - Travel and Per Diem	1,573	1,196	1,513	2,080	2,080	0	(2,080)	-100.00%
5400105 - Mileage-Local	75	0	0	200	200	100	(100)	-50.00%
5410001 - Communication Services	360	409	1,144	1,140	1,140	1,150	10	0.88%
5420003 - Freight & Postage Services	13,679	12,784	12,936	16,000	16,000	13,000	(3,000)	-18.75%
5460001 - Repair&Maintenance Svcs	1,906	1,595	11,675	5,000	5,000	6,640	1,640	32.80%
5470001 - Printing and Binding Exp	7,302	5,204	5,512	7,500	7,500	7,500	0	0.00%
5480001 - Promotional Activities Exp	16,898	13,841	19,910	20,000	20,000	7,000	(13,000)	-65.00%
5490001 - Othr Current Chgs&Obligat	0	0	178,429	17,000	17,000	17,000	0	0.00%
5490060 - Incentives & Awards	629	2,349	3,309	3,100	3,100	3,300	200	6.45%
5496551 - Intgv Sv-Risk Financing	1,060	920	800	780	780	780	0	0.00%
5496901 - Intgv Sv-Cost Allocate	0	0	0	0	0	268,160	268,160	n/a
5510001 - Office Supplies Exp	927	638	3,205	700	700	700	0	0.00%
5520001 - Operating Supplies Exp	40,398	11,197	28,637	26,800	26,800	19,580	(7,220)	-26.94%
5520098 - PC Purchases under $5,000	3,344	0	0	0	0	0	0	n/a
5540001 - Bks,Pub,Subscrp&Membrshps	724	1,444	904	2,800	2,800	1,700	(1,100)	-39.29%
5550001 - Training&Education Costs	2,175	1,750	1,584	2,000	2,000	0	(2,000)	-100.00%
5640001 - Machinery And Equipment	19,566	14,090	18,040	12,000	12,000	6,000	(6,000)	-50.00%
5910001 - Trans To General Fund	0	0	0	6,461,460	6,461,460	1,700,000	(4,761,460)	-73.69%
5995000 - Reserve-Contingencies	0	0	0	13,143,900	7,143,900	13,062,140	5,918,240	82.84%
5999000 - Reserve-Accrued Liability	0	0	0	112,599,840	112,599,840	110,408,350	(2,191,490)	-1.95%
Expenditures Total	65,566,042	69,730,903	70,670,368	68,945,340	74,945,340	75,785,550	840,210	1.12%
Total Requirements	65,566,042	69,730,903	70,670,368	201,150,540	201,150,540	200,956,040	(194,500)	-0.10%

Attachment 3a

Change Request Summary

Change Request	AUTO - 1917 - New Decision Package for Employee Health/Benefits Advocacy Services
Budget Year	2027
Change Request Type	Operating Decision Package Request
Change Request Stage	Management Review [Operating Decision Package Request]
Acct. Reference	
Publish Date	
Description (What is it) *	Employee advocacy services provide employees with healthcare navigation solutions designed to support employees and their families throughout their healthcare journeys. Key features include; 1. Cost effective care: guides employees to right care at the right time. 2. Evidence based health promotion strategies and support (driving health screenings) to optimze health and wellness. 3. Comprehensive support tailored to meet the needs of employees at every stage of their health journey. 4. Enhanced employee experience: improve overall health outcomes = savings for employees. These services are backed by 2:1 guaranteed ROI.
Summary of Request	
Justification *	
Net Operating Budget	512,260
Net Capital Budget	-
Net Budget	512,260

Operating Budget Details

Account	Description (What is it?)	2027 Budget
Expenses		512,260
661112 - Employee Benefits		512,260
5340001 - Other Contractual Svcs	Employee advocacy services provide employees with healthcare navigation solutions designed to support employees and their families throughout their healthcare journeys. Key features include; 1. Cost effective care: guides employees to right care at the right time. 2. Evidence based health promotion strategies and support (driving health screenings) to optimze health and wellness. 3. Comprehensive support tailored to meet the needs of employees at every stage of their health journey. 4. Enhanced employee experience: improve overall health outcomes = savings for employees. These services are backed by 2:1 guaranteed ROI.	857,860
5340001 - Other Contractual Svcs	Offsetting Reduction due to replacing current service provider	(345,600)
Total 661112 - Employee Benefits		512,260
Total Expenses		512,260
Total		**512,260**
Net Total		**512,260**

Change Request Summary

Change Request	AUTO - 1918 - Increase Medical Claims and Plan Administration Expense
Budget Year	2027
Change Request Type	Operating Decision Package Request
Change Request Stage	OMB Review [Operating Decision Package Request]
Acct. Reference	
Publish Date	
Description (What is it) *	Increase the medical claims and plan administration account budgets by $3,900,000 (6.2%) over the FY26 Amended Budget based on 5-6% annual growth in actual expenses experienced over the past three years.
Summary of Request	Increase the FY27 medical claims and plan administration account budgets by $3.9M (6.2%) over the FY26 Amended Budget based on 5-6% annual growth in actual expenses experienced over the past three years.
Justification *	Increased expenses in the Employee Health Benefits Fund are consistent with national trends in medical expenses and industry premiums. Beyond normal inflation, pharmacy expenses have risen with increased use of GLP1 and other high cost drugs for medical treatment.
Net Operating Budget	-
Net Capital Budget	-
Net Budget	-

Operating Budget Details

Account	Description (What is it?)	2027 Budget
Expenses		-
662110 - Employee Health Benefits		-
5231101 - Hlth Claims Pd-Medical	Increase the medical claims and plan administration account budgets by $3,900,000 (6.2%) over the FY26 Amended Budget based on 5-6% annual growth in actual expenses experienced over the past three years.	3,900,000
5995000 - Reserve-Contingencies	Fund the increase from Reserves	(3,900,000)
Total 662110 - Employee Health Benefits		-
Total Expenses		-
Total		**-**
Net Total		**-**

Attachment 4

Vacancy Report - March 27, 2026

Position Title	Position Number	Job Number	Grade	Division	Vacancy Date	OT	Grade Minimum	Grade Mid Value	Grade Maximum	Salary
HR Technician	HRD/C50	20120	C20	HRD:HR Wellness Services	3-Dec-25	Classified	21.08	27.39	33.71	$ 43,846.40