

Fairfax County  
Employees Advisory Council



Advocates for a better workplace.

Group I: Tim Burgess  
Group IV: Steve Royle  
Group VII: Randy Creller  
Group X: Eileen Yates

Group II: Ron Kuley  
Group V: Elizabeth Schreffler  
Group VIII: David Newhall  
Group XI: Vicki Kammerude

Group III: Bryant Wilkerson  
Group VI: Dalal Hasan Hamad  
Group IX: Dwight Greear

Meeting Date: September 8, 2016

**In Attendance:**

Vicki Kammerude  
Bryant Wilkerson  
Dalal Hasan Hamad

Tim Burgess  
Steve Royle  
David Newhall

Ron Kuley  
Libby Schreffler  
Eileen Yates

**Review:** Identified subjects for discussion

**Benefits:** Jeff Weiler reviewed funding for post-employment benefits

**EAC Schedule:**

EAC will meet September 15  
October 6, 13, 20

*Meeting adjourned 10:30*

# FYI and Links

## **#1 Suicide Prevention Funding (was termed “Crisis Link” 2004-2009)**

[www.fairfaxcounty.gov/dmb/fy2016/budget\\_questions/bos/responses\\_package\\_3/package\\_3.pdf](http://www.fairfaxcounty.gov/dmb/fy2016/budget_questions/bos/responses_package_3/package_3.pdf)

On August 4, 2015 (AS 16059), an increase of \$125,000 to both revenues and expenditures was appropriated for the Regional Suicide Prevention Grant, 1760028-2016, as a result of an award from the Virginia Department of Behavioral Health and Developmental Services (DBHDS). These funds will support the development and implementation of a comprehensive suicide prevention plan. The funding period is from July 1, 2015 through June 30, 2016. There are no positions associated with this grant and no Local Cash Match is required.

## **#2 LiveWell funding and staffing**

[www.fairfaxcounty.gov/.../budget\\_questions/bos/addon\\_responsepackage3/53\\_health\\_promotion\\_policy\\_pos.pdf](http://www.fairfaxcounty.gov/.../budget_questions/bos/addon_responsepackage3/53_health_promotion_policy_pos.pdf)

The Health Promotion and Wellness Initiative was funded in FY 2009 to improve employee productivity and reduce health care costs. To avoid the creation of an additional County position, the Health Promotion and Privacy Coordinator position was established by expanding the duties of the existing HIPAA Compliance Manager Position to include the coordination and implementation responsibilities of the Health Promotion and Wellness Initiative (renamed the Live Well Workforce Wellness Program). As presented to the Board Personnel and Reorganization Committee in October 2008, the Live Well Program activities of the coordinator position directly benefit residents through the support of healthier county employees incurring less self funded health insurance claims and more productive county employees on the job and available to provide services to residents.

[www.fairfaxcounty.gov/news2/wp-content/uploads/2015/09/need-to-talk-new-text-number2.jpg](http://www.fairfaxcounty.gov/news2/wp-content/uploads/2015/09/need-to-talk-new-text-number2.jpg)



## **#3 Police Department Grant for 2 positions (an earlier budget excerpt identifies the two positions vacated for this grant)**

[www.fairfaxcounty.gov/.../budget](http://www.fairfaxcounty.gov/.../budget)

On April 9, 2013, the Board of Supervisors authorized the Police Department to apply for and accept funding of \$666,667 and 2/2.0 FTE grant positions from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance and Office of Victims of Crime to support the Northern Virginia Human Trafficking Task Force. The funding associated with this grant was originally set to expire on September 30, 2015; however, the agency requested and received an extension until March 31, 2016. The agency's general fund budget will absorb the fiscal impact associated with these positions for the remainder of the fiscal year. Finally, it is important to note that the agency received formal notification

on October 13, 2015 that they will not receive additional grant funding for these positions for the October 1, 2015 to September 30, 2016 period.

#### **#4 Computer Aided Dispatch-Automated Vehicle Locator (CAD-AVL)**

- Information shared is from several budget inquiries and responses from FCPS, Auditor of the Board, and County Executive to the BOS. You can find recent (2006-2016) information on the Management and Budget site; far left look for button “Q&A”. The auditor reports contain additional relevant information plus a follow up report on the changes put into place to correct inadequacies.

Emergency locators for school buses is suggested in 2003-2004 to help first responders quickly find any vehicle where a threat or emergency is possible.

Budget questions concerning the practice of employees having take home vehicles (several departments are questioned); department and/or agency supervisors having a lack of knowledge about unused or under used vehicles; mileage and gas consumption monitoring, are a few of the types of questions that are reviewed. Implied that the lack of accountability is costly. Later reports state that unused and under used vehicles were returned to DVS; fuel monitoring was given to DVS; several department cut back on the number of take home vehicles they allowed. The easiest to follow is the transportation site relating to their new CAD/AVL buses. An FYI, IT job opening for the CAD/AVL computer system.

#### **#5 Benefits Issue with Cigna (Excerpt from May, 2016 Auditor report to BOS)**

[www.fairfaxcounty.gov/boardauditor/reports/2016may.pdf#page=10](http://www.fairfaxcounty.gov/boardauditor/reports/2016may.pdf#page=10)

The employees (of the records noted above) have been contacted and illegible or missing documents have been supplied to support coverage of their eligible dependents for the full period of coverage that was provided. Currently, all dependent additions and required paperwork are “peer reviewed” and initialed by Benefits staff prior to documents being scanned into permanent record. We have added an additional step to the procedures to review the scanned copy of documents to make sure they are clearly scanned and legible – if not they will re-scan or request a clear copy of the documents from the employee.

We have had other audits of dependents and none of the dependents missing documentation were deemed to be ineligible for coverage. The illegible documents were the result of older technology, however they wouldn’t have been scanned and entered in the system in the first place without being validated by a member of the Benefit staff.

#### **Q&A response from County Ex to BOS question:**

[www.fairfaxcounty.gov/dmb/fy2016/budget\\_questions/bos/responses\\_package\\_5/package\\_5.pdf](http://www.fairfaxcounty.gov/dmb/fy2016/budget_questions/bos/responses_package_5/package_5.pdf)

In the case of the Cigna Co-Pay Plan, there is currently a deficit as the current premium levels are not sufficient to cover expenses. In FY 2015, a portion of the Premium Stabilization Reserve is being used to cover this deficit. However, premiums must be increased in the future to fully cover plan expenses as reserve funds are depleted.

The FY 2016 Advertised Budget Plan includes a premium increase estimate of 10 percent, and it is recommended that this estimate be maintained. Due to the current deficit in the Cigna Co-Pay Plan, it is anticipated that this level of premium increase will be required even if cost growth is more moderate than the recent trend of 10 to 12 percent. Staff continues to pursue cost-saving strategies in the County’s approach to health care. While a reduction in the premium increase estimate is not recommended, savings may be realized in FY 2016 through other plan design changes such as the introduction of a lower cost health plan.

#### **#5 Land Development (LDS) and Planning and Zoning (DPZ) (from Group 3 to Group 5 ????)**

LDSnet provides access to information in the Fairfax County Land Development System (LDS). LDSnet is comprised of two systems: the Zoning and Planning System (ZAPS) and the Plan and Waiver System (PAWS).