

Levy Court adopts FY22 Budget with 2% COLA & full step increase

Levy Court Commissioners adopted the Fiscal Year 2022 budget following a public hearing on April 27, 2021 concluding an annual process that begins each September with departmental budget request submissions.

The \$33.5 million general fund budget and the \$21.9 million sewer fund budget includes a 2% cost of living adjustment for active employees plus a full 2% step increase for eligible employees receiving an “effective” performance evaluation and not topped out on their pay grade. Employees with less than 9 but more than 3 months as of June 30 are eligible for a half (1%) step, and those with less than 3 months service are not eligible for a step increase. In addition, implementation of the 2020 classification & compensation study by Management Advisory Group, Intl. was funded in the budget. However, consistent with actuarial assumptions, no increase was authorized for retirees or “pensioners” (*former vested employees that did not retire directly from Kent County service*) and beneficiaries.



On the benefits side, Levy Court maintained the County’s current pension contribution at \$4,125,794 recognizing that a small reduction in the annual pension valuation would likely be reversed the following fiscal year due to an updated mortality table recommendation. The annual retiree benefits contribution was also maintained at the current \$2,735,837 for a similar mortality table adjustment. For healthcare, Commissioners increased the employee cost share (4.15%) for the individual only high plan health insurance from \$85.04 to \$88.06 per month consistent with DVHT/Aetna’s minimal premium increase, with dependent health insurance cost share (20%) also increasing about 4%. The budget retains the employee/eligible retiree premium for dental insurance at \$3.10 per month and the dependent premium at \$42.00 for a monthly premium of \$45.10 combined with a calendar year maximum benefit of \$2,000.

Other budget related items include addition of a new Parks Worker I position in the Department of Community Services, Parks & Recreation Division; a new Will Clerk I position in the Register of Wills Office; a new Programmer I position in the Department of Administration, Office of Information Technology; a new Assistant County Administrator position in the Department of Administration, Office of the County Administrator; and increasing the work week hours from 35 to 40 hours for 3 full-time positions in the Department of Planning Services, Community Development Block Grant section, as well as for 4 full-time positions in the Department of Community Services, Libraries Division.

In addition, full funding for a separate maintenance building adjacent to the Kent County Administrative Complex was also budgeted along with installment allocations for ongoing and future capital projects including an I.T. Enterprise Solution for Countywide services, console replacements for the Department of Public Safety, and various County parks improvements, among others.

The new budget will be effective on July 1, 2021. The adjusted healthcare cost share will be deducted from paychecks and pension checks effective June 1, 2021. The pay increase (two days’ worth) will be reflected in the July 9 paycheck, with the full increase in the July 23 paycheck.

Below is the monthly employee cost for individual, & optional family, child and spouse coverages (The 2021-22 Summary of Benefits & Coverage for each plan is posted on the Employee Portal and available in the Personnel office):

FY2022 (July 1, 2021 – June 30, 2022)	Employee/Retiree	Employee & Spouse	Employee & Child(ren)	Employee & Family
HDHP/HRA PPO100/80– <i>High</i> Aetna Open Choice PPO	Employee pays \$88.06/month	Employee pays \$415.14/month	Employee pays \$239.02/month	Employee pays \$540.94/month
HDHP/HRA PPO 90/70– <i>Low</i> Aetna Open Choice PPO	Employee pays \$83.26/month	Employee pays \$392.46/month	Employee pays \$225.96/month	Employee pays \$511.40/month
PPO \$0 – (Medicare sup) Aetna Open Choice PPO	\$0.00/month	\$162.58/month		
DENTAL INSURANCE – (July 1, 2021 – June 30, 2022)	Employee/Retiree only	Family coverage – employee & spouse &/or children		
Delta Dental of Delaware	\$3.10/month	Employee pays \$45.10/month		

County contributes 80%/month toward dependent coverage (all employees/retirees under 65 pay 7%/month) * *Employees & Retirees waiving County health insurance coverage receive \$100 per month medical cashback.*

DELAWARE VALLEY HEALTH TRUST (Aetna) MONTHLY PREMIUMS July 1, 2021 – June 30, 2022
FY2022 (Actual rates billed monthly to Kent County Levy Court)

Coverage Type	Employee	Employee & Spouse	Employee & Child	Family
DVHT HRA HDHP PPO 100/80 (HIGH)- <i>phantom rate</i>	\$1,257.98	\$2,893.34	\$2,012.74	\$3,522.33
DVHT HRA HDHP PPO 90/70 (LOW)- <i>phantom rate</i>	\$1,189.28	\$2,735.34	\$1,902.85	\$3,329.99
DVHT premium# HIGH plan	\$1,110.25	\$2,553.56	\$1,776.37	\$3,108.67
DVHT premium# LOW plan	\$1,041.55	\$2,395.56	\$1,666.48	\$2,916.33
DVHT Premium# Medicare Supplement	\$803.47	\$1,616.35		Rx 10/25/75 High Rx 20/60/80 Low

(#PPO premium actually charged by DVHT, does not include self-insured \$5K/\$10K HRA expense)

(Posted 04/30/21)