



Howard County

Internal Memorandum

DATE: April 4, 2024

TO: Brandee Ganz, Chief Administrative Officer

FROM: Anju Bennett, Administrator
Gabriel Ross, Deputy Administrator
Office of Human Resources

SUBJECT: Employee Benefits Self Insurance Fund
Emergency Budget Amendment - Testimony/Fiscal Impact Statement

The Office of Human Resources requests an emergency budget amendment to increase the Fiscal 2024 spending authority for the Employee Benefits Self Insurance Fund by \$3 million to cover unanticipated and high value medical claims expenses following the adoption of the Fiscal 2024 budget.

While the Fiscal 2024 budget was based on actuarial assessments and analysis of historical claim trends, the County experienced unusually higher than projected claims expenses due to greater frequency of large medical claims and higher volume of claims from medical treatment and procedures likely deferred during the COVID pandemic.

The funding source to cover the unanticipated expenses will come from prior year surplus in the Employee Benefits Self Insurance Fund.

CC: Jennifer Sager