

Levy Court adopts FY23 Budget with 4% COLA & full step increase

Levy Court Commissioners adopted the Fiscal Year 2023 budget following a public hearing on April 26, 2022 concluding an annual process that begins each September with departmental budget request submissions.

The \$35.8 million general fund budget and the \$22.9 million sewer fund budget includes a 4% 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. A 2% cost of living adjustment was also authorized for active retirees (*former employees that retired directly from Kent County service*).



On the employee benefits side, Levy Court adjusted the County’s annual pension contribution to \$3,970,654. County Retirement Fund investments grew 15.9% in 2021 on top of a 13.4% increase in 2020, resulting in a lower actuarially determined contribution (ADC) for the upcoming fiscal year. Employee contributions account for 9% of the total ADC. Similarly, the annual contribution to the retiree benefits (OPEB) fund decreased a bit to \$2,521,091. For healthcare, Commissioners increased the employee cost share (2%) for the individual only high plan health insurance from \$88.06 to \$89.80 per month consistent with DVHT/Aetna’s minimal premium increase, with the dependent health insurance cost share (20%) also increasing about 2%. 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 the addition of 5 new Paramedic positions in the Department of Public Safety - Emergency Medical Services Division; 3 new Dispatcher and GIS Analyst positions in Department of Public Safety - Emergency Communication Division; a new Accountant position in the Department of Finance - Accounting Section; as well as a new Housing & Community Development Specialist in the Department of Planning Services - CDBG Section. Commissioners also approved a new Wastewater Treatment Plant Operator Apprentice program with one full-time position, but up to 3 candidates can enroll in the program.

In addition, the overall \$7.5 million capital projects fund budget includes multi-year installment allocations for ongoing and future capital projects including the Countywide I.T. Enterprise Solution underway, console replacements for the Department of Public Safety, County complex HVAC upgrades, and various County parks improvements, among others. The all funds combined \$108 million budget figure accounts for revenues and obligations for trash districts, streetlight districts, grant funds received through the American Rescue Plan Act (ARPA), among others.

The new budget will be effective on July 1, 2022. The adjusted healthcare cost share will be deducted from paychecks and pension checks effective June 1, 2022. The pay increase (two days’ worth) will be reflected in the July 8 paycheck, with the full increase in the July 22 paycheck.

Below is the monthly employee cost for individual, & optional family, child and spouse coverages (The 2022-23 Summary of Benefits & Coverage for each plan is posted on the Employee Portal and available in the Personnel office):

FY2023 (July 1, 2022 – June 30, 2023)	Employee/Retiree	Employee & Spouse	Employee & Child(ren)	Employee & Family
PPO 100%/Modified HRA – High DVHT – Aetna 7% employee & 20% dependents	Employee pays \$89.80/month (+1.74/mo.)	Employee pays \$423.34/month (+\$8.20/mo.)	Employee pays \$243.74/month (+\$4.72/mo.)	Employee pays \$551.62/month (+\$10.68/mo.)
PPO 90%/Modified HRA – Low DVHT – Aetna 7% employee & 20% dependents	Employee pays \$84.88/month (+1.64/mo.)	Employee pays \$400.14/month (+\$7.68/mo.)	Employee pays \$229.44/month (+\$3.48/mo.)	Employee pays \$521.40/month (+\$10.00/mo.)
PPO \$0 Medicare–(retirees 65+) DVHT – Aetna \$0 retiree & 20% dependent	Retiree pays \$0.00/month	Retiree pays \$166.20/month (+\$3.62/mo.)	Retiree 65+, but Dependent <65 =\$256.58/month	Retiree <65, but Dependent 65+ =\$253.88/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, 2022 – June 30, 2023
FY2023 (Actual Rates billed monthly to Kent County Levy Court)

Coverage Type	Employee	Employee & Spouse	Employee & Child	Family
DVHT HRA HDHP PPO 100/80 (HIGH)- phantom rate	\$1,282.86	\$2,950.55	\$2,052.54	\$3,591.97
DVHT HRA HDHP PPO 90/70 (LOW)- phantom rate	\$1,212.51	\$2,788.80	\$1,935.34	\$3,395.06
DVHT premium# HIGH plan	\$1,132.20	\$2,604.04	\$1,811.49	\$3,170.12
DVHT premium# LOW plan	\$1,061.85	\$2,442.29	\$1,698.97	\$2,973.21
DVHT Premium# Medicare Supplement	\$820.36	\$1,651.36		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)

For more information, contact the Personnel Office at (302) 744-2310.

(Posted 05/02/22)