

LONG-TERM DISABILITY - FIDUCIARY FUND

DESCRIPTION

Since 1985, the County has provided a self-insured long-term disability program to employees after six months of full-time service. In prior years, this benefit was funded through the budget amendment process and the remaining budget was automatically carried forward into the next fiscal year.

Effective January 1, 2017, the County contracted with Metropolitan Life Insurance Company to fully insure and administer a similar long-term disability program. This budget includes funding for the fully insured premiums to cover the basic, County-provided long-term disability benefit for eligible General Government and Schools employees.

BUDGET HIGHLIGHTS

The Long-Term Disability Fiduciary Fund was added to the budget beginning with the FY19 Annual Fiscal Plan to capture the on-going expenses associated with this program. The program has a forecast budget of \$650,000 based on contract estimates. It should be noted the actuals for FY23 include paid claims through the legacy self-insured program. These claims will be paid until all claims have been satisfied.

FISCAL YEAR 2025 SUMMARY

Annual Fiscal Plan

Description	FY23 Actual	FY24 Original	FY25 Proposed	Change 24 to 25
Long-Term Disability Contribution	\$ 655,943	\$ 650,000	\$ 650,000	0.0%
Total Long Term Disability	\$ 655,943	\$ 650,000	\$ 650,000	0.0%



**Department Operating Budget
Henrico County, Virginia
FY2024-25
HUMAN RESOURCES**

Account Description	Prior Year Actual	Approved Budget	Proposed Budget	Dollar Inc/Dec	Percent Inc/Dec
50420 Insurance	645,009	650,000	650,000	0	0.0%
50451 Claims And Contingencies - County	10,934	0	0	0	0.0%
Total Department	655,943	650,000	650,000	0	0.0%