



**CITY COMMISSION - CITY OF WILDWOOD**

**Mayor/Commissioner – Ed Wolf – Seat 1**

Mayor Pro Tem/Commissioner – Pamala Harrison-Bivins – Seat 2

Joe Elliott – Seat 3

Marcos Flores – Seat 4

Julian Green – Seat 5

Jason McHugh – City Manager

**Agenda**

**Workshop**

**April 15, 2024 9:00 AM**

City Hall Commission Chamber

100 N Main Street

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Persons with disabilities or language barriers needing assistance to participate in any of these proceedings should contact the City Clerk's Department, ADA Coordinator, at 352-330-1330, Ext. 103, forty-eight (48) hours in advance of the meeting.

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F.S.S. 286.0105 - If a person decides to appeal any decision made by the Commission with respect to any matter considered at this meeting, they will need a record of the proceedings, and that, for such purpose, they may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The City of Wildwood DOES NOT provide this verbatim record.

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**1. Call to Order**

**2. Item(s) for Discussion**

A. *MID-YEAR BUDGET REPORT*

B. *EMPLOYEE COMPENSATION AND BENEFITS PRESENTATION*

C. *MEMO ON CITY CHARTER REVIEW*

**3. Adjournment**

**April 15, 2024 9:00 AM**

**CITY COMMISSION OF THE CITY OF WILDWOOD  
EXECUTIVE SUMMARY**

**SUBJECT:** Mid-Year Budget Report

**REQUESTED ACTION:**

**CONTRACT:**

Vendor/Entity:

Effective Date:

Termination Date:

Managing Division/Department:

**BUDGET IMPACT:**

**HISTORY/FACTS/ISSUES:**

See attached presentation and supporting documents.

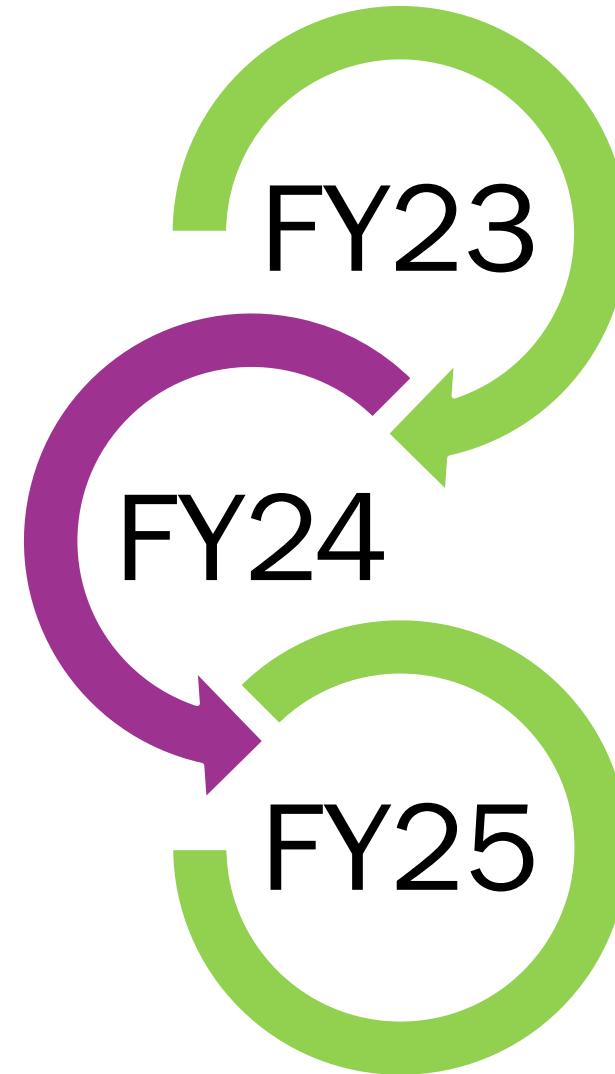


# Mid-Year Budget Report

April 15, 2024

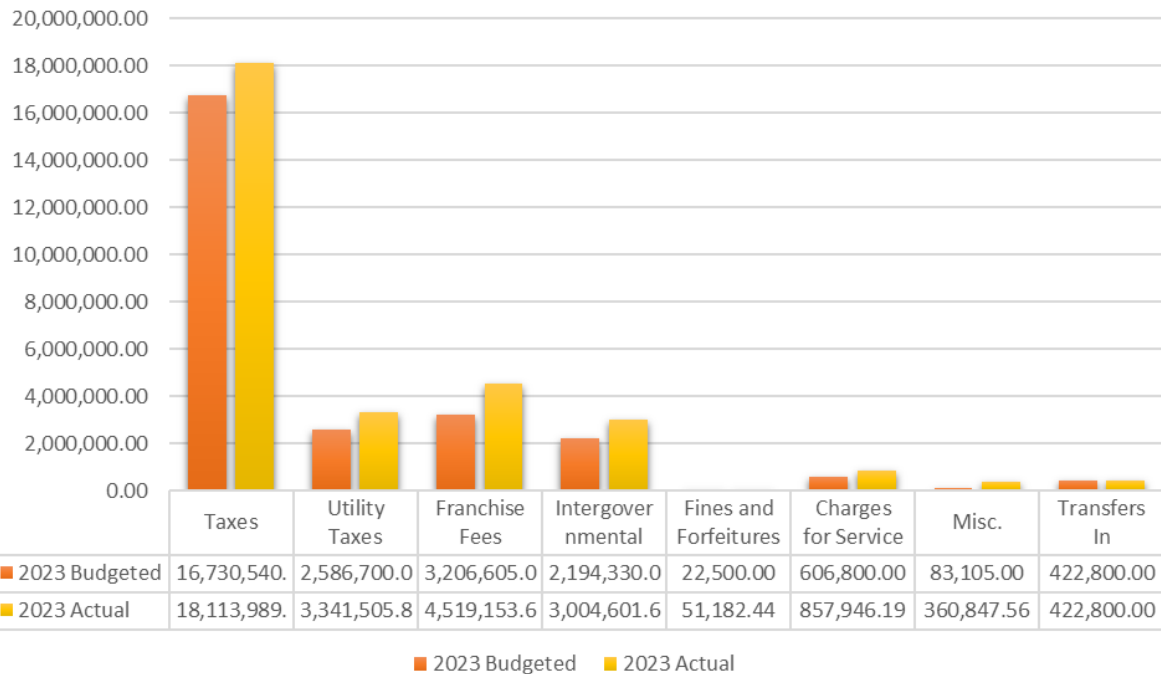
# Purpose of Mid-Year Report

- Provide a Final Report on FY23
- Review Status of FY24 Budget
- Prepare for FY25 Budget Process



# FY 23 GENERAL FUND REVENUES

FY23 Budgeted vs. Actual Revenues - General Fund



Revenues slightly exceeded estimates.

- Taxes revenue include Ad Valorem Taxes, Local Option Gas Tax, Discretionary Tax, and State Communication Tax.

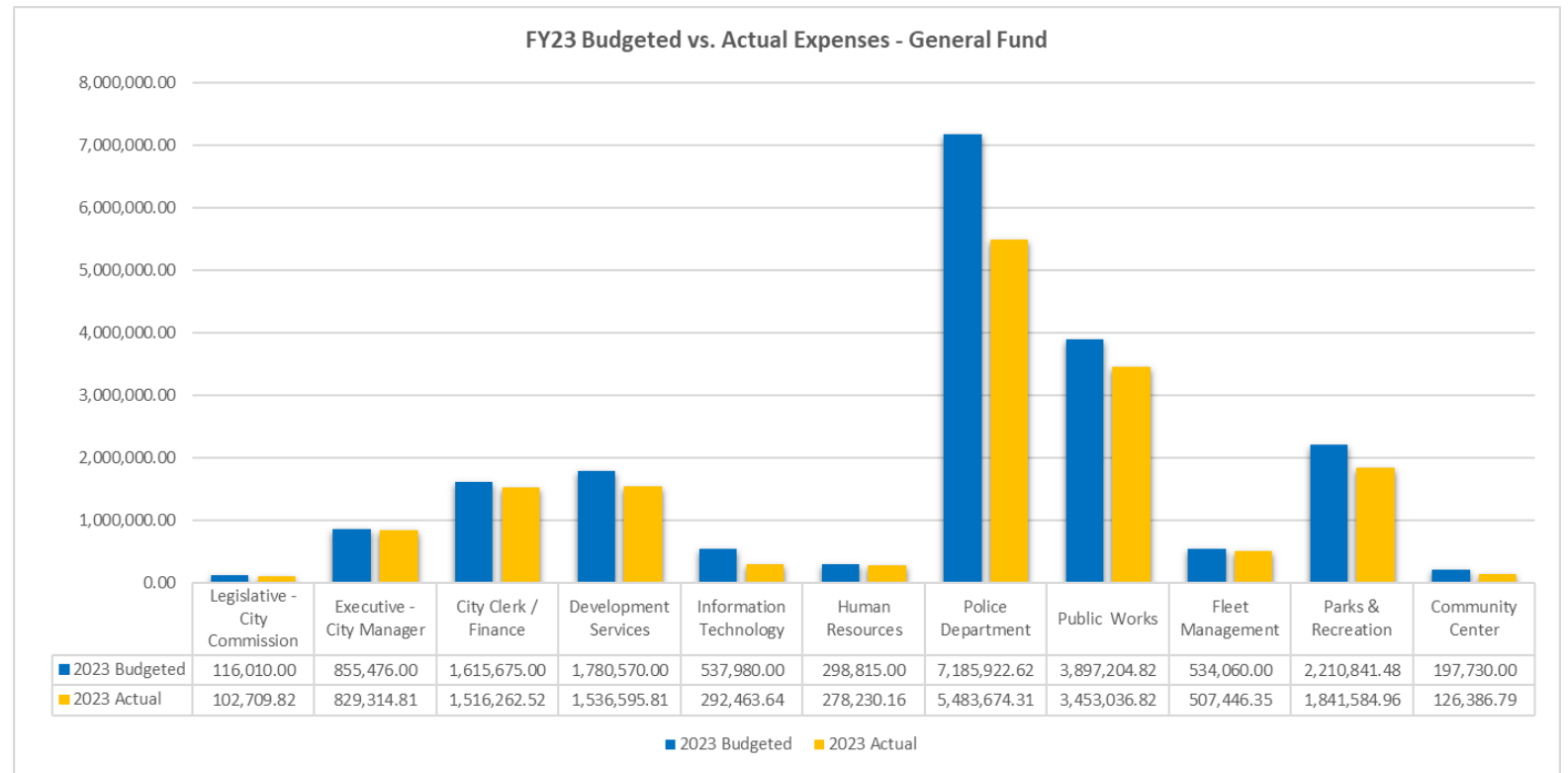
Utility Taxes and Franchise Fees continue to exceed projections due to growth.

Miscellaneous revenues exceeded projections due to interest earnings, auction proceeds, and an increase in program registration fees from the Parks and Recreation Department.

# FY 23 GENERAL FUND EXPENDITURES

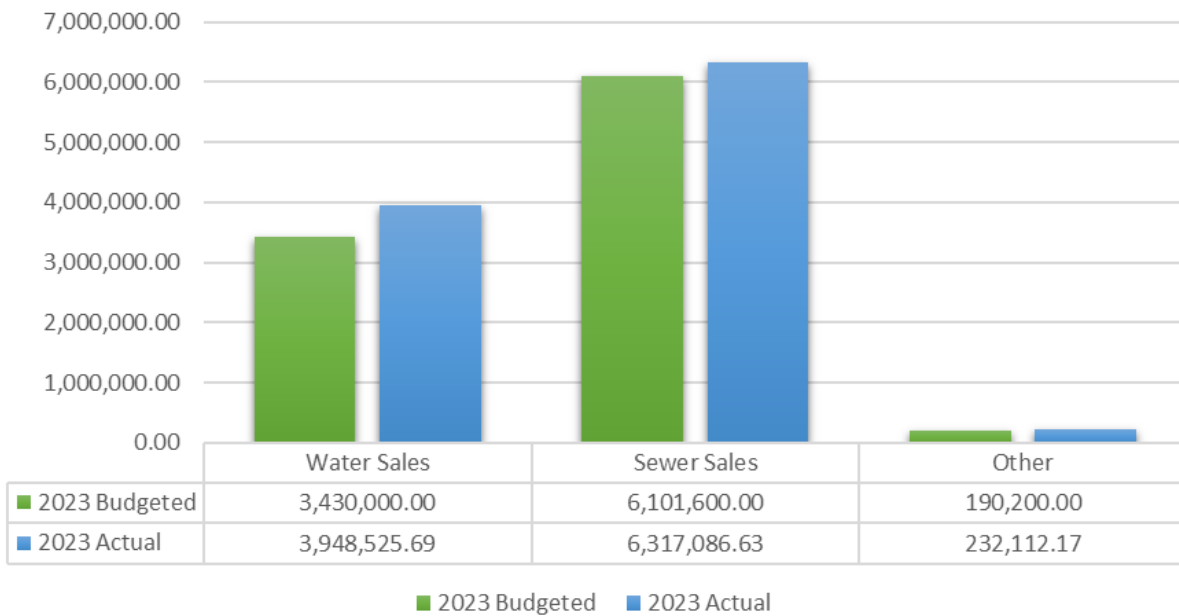
All departments slightly under budget.

- Police Department under budget due to vacancies.



# FY 23 UTILITY FUND REVENUES

**FY23 Budgeted vs. Actual Revenues - Utility Fund**



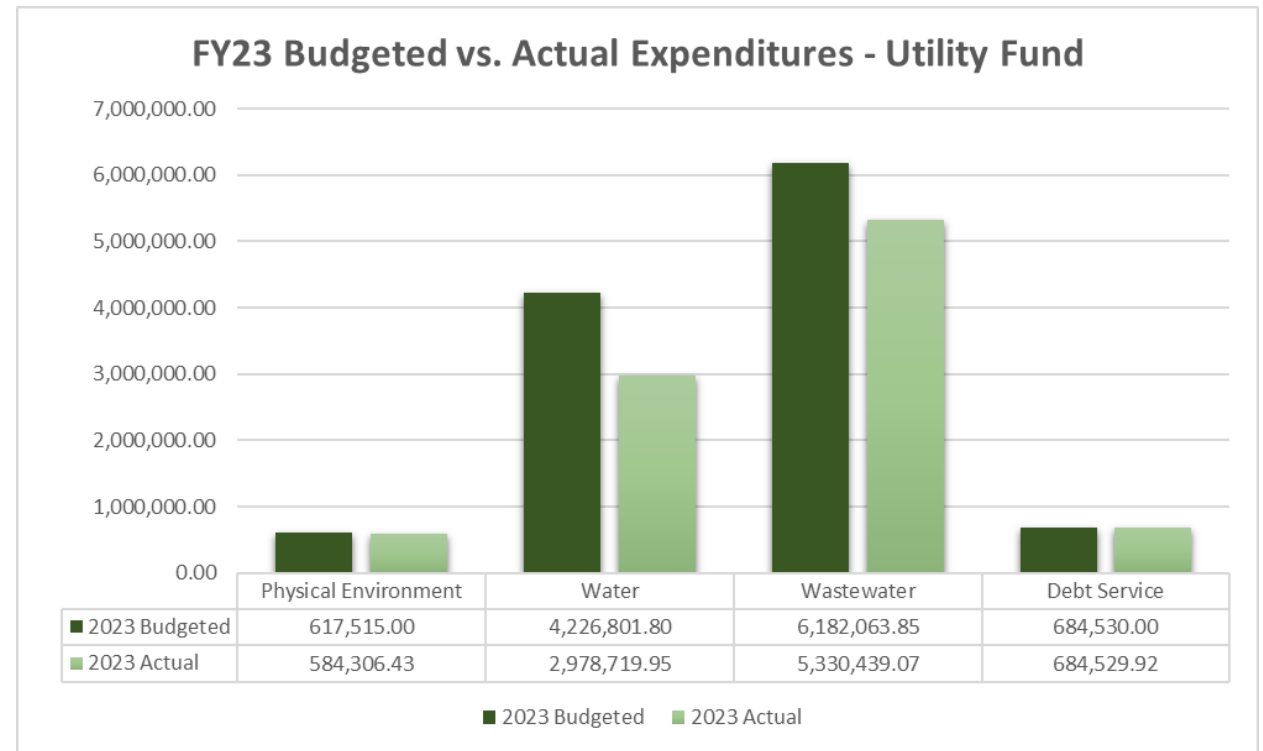
Revenues slightly exceed projections due to growth.

- Other revenues exceed projections due to interest earnings.

# FY 23 UTILITY FUND EXPENDITURES

All departments under budget

- Water Department low due to vacancies, reallocating projects to impact fees, and postponing water line upgrades pending the service line inventory report.





# FINAL THOUGHTS

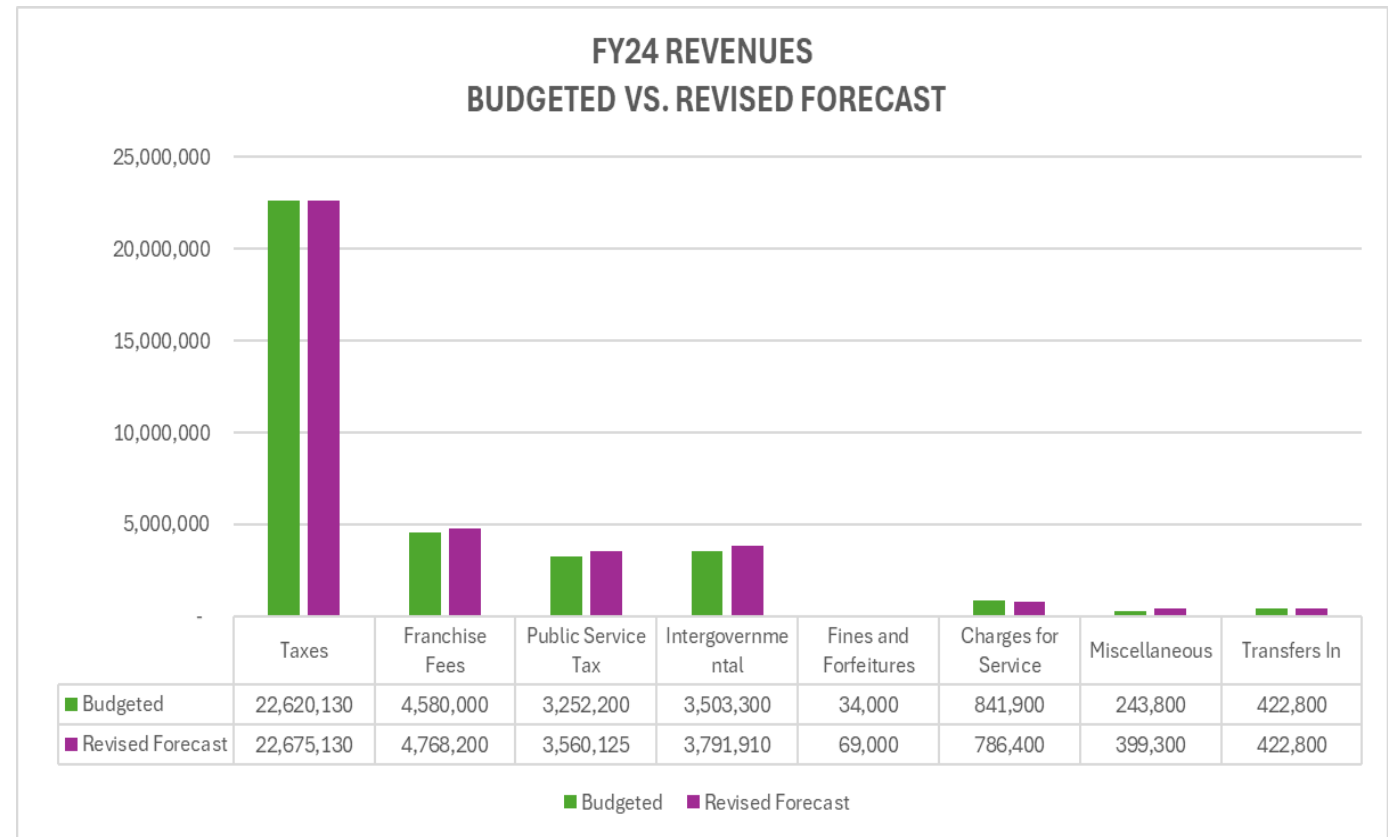
No Identified Transfers for FY23.

# FY 24 GENERAL FUND REVENUES

Budget Close to Revised Forecast

Projected Excess  $\approx$  \$830,000 (2.4%)

Will Be Needed For Unexpected Expenses (ex. Scardino)

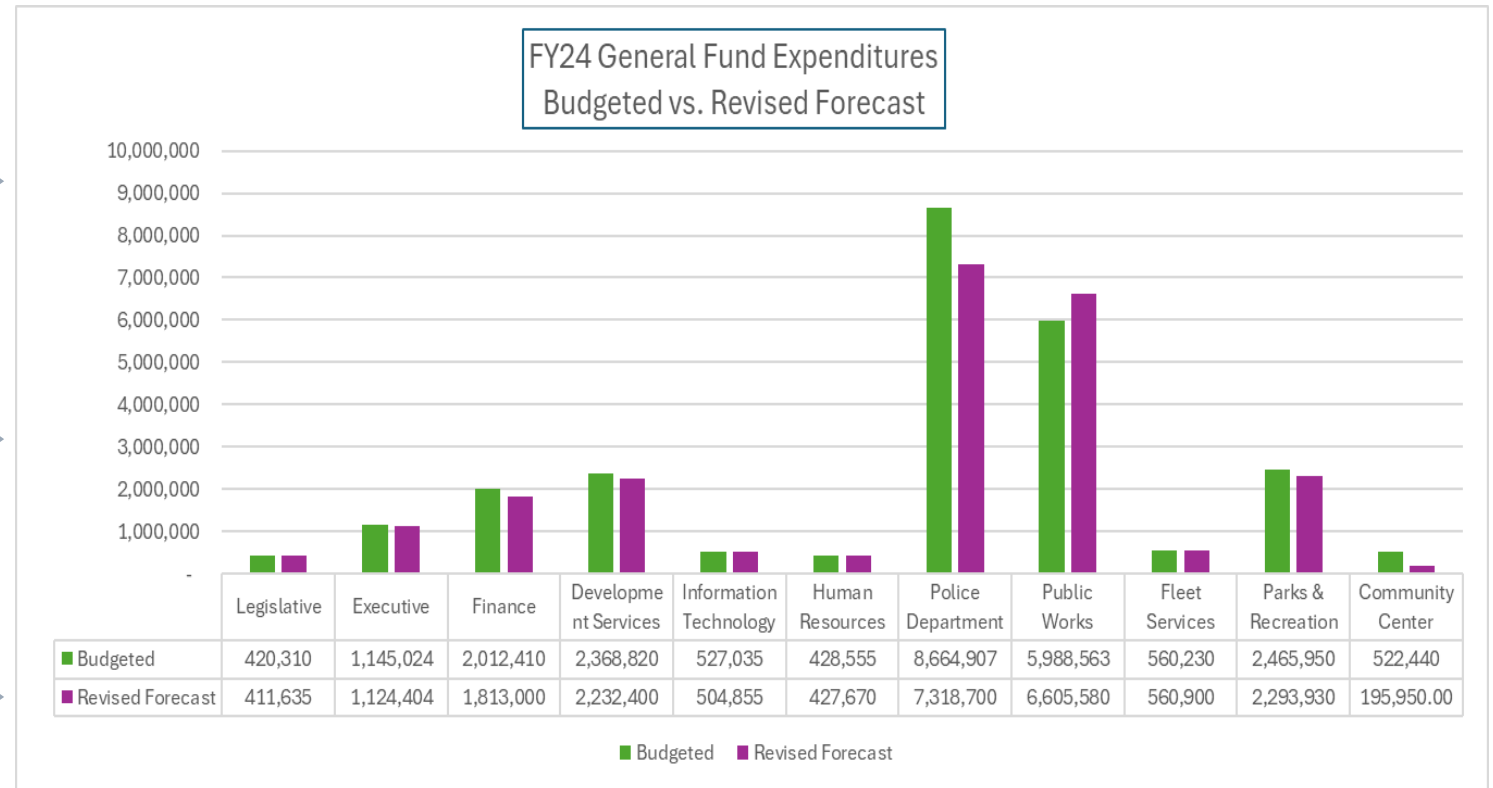


# FY 24 GENERAL FUND EXPENDITURES

Largest Surplus: Police Dept. (Salaries)

Largest Deficit: Public Works (Scardino)

New Projection:  $\approx$  \$1.5M under budget



# FY 24 GENERAL FUND BALANCE PROJECTION

Operating Budget: \$20,876,000

Ending Cash Balance  $\approx$  40% of  
Operating Budget

Reserve Balance Goal (25%): \$5,219,000

Beginning Cash Balance:	\$12,165,330
Forecasted Revenues:	\$35,614,865
Forecasted Expenditures:	(\$39,404,715)
Ending Cash Balance (Reserve):	\$8,375,480

# General Fund Budget Amendment Recommendations

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Finance Department

- New Finance Position

Police Department

- Increase Minimum Pay for Police Officers

Public Works Department

- Increase Other Contractual – Scardino St.

Transfers

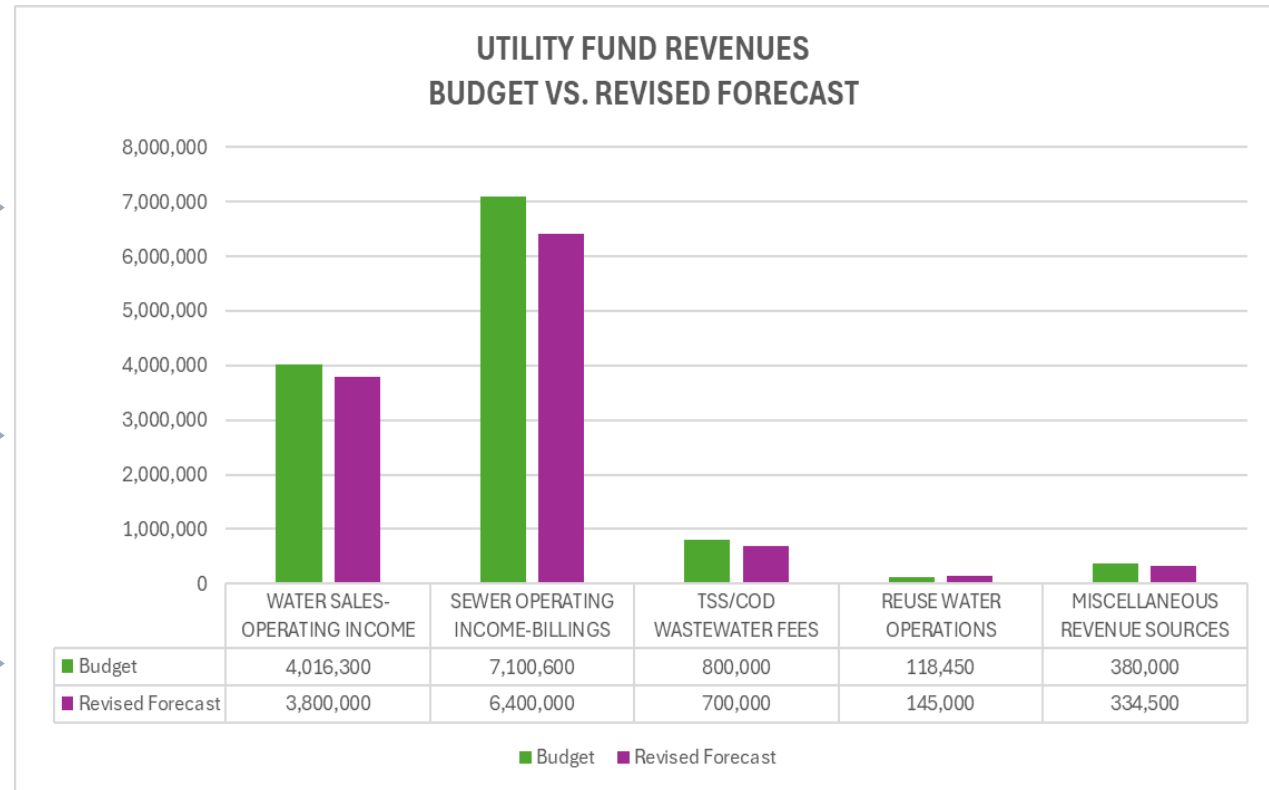
- \$3M to Wastewater Treatment Plant Project

# FY 24 UTILITY FUND REVENUES

Budget Based on Utility RSA

Revised Forecast Lagging Budget (-8.3%)

Many Factors Can Change This Picture

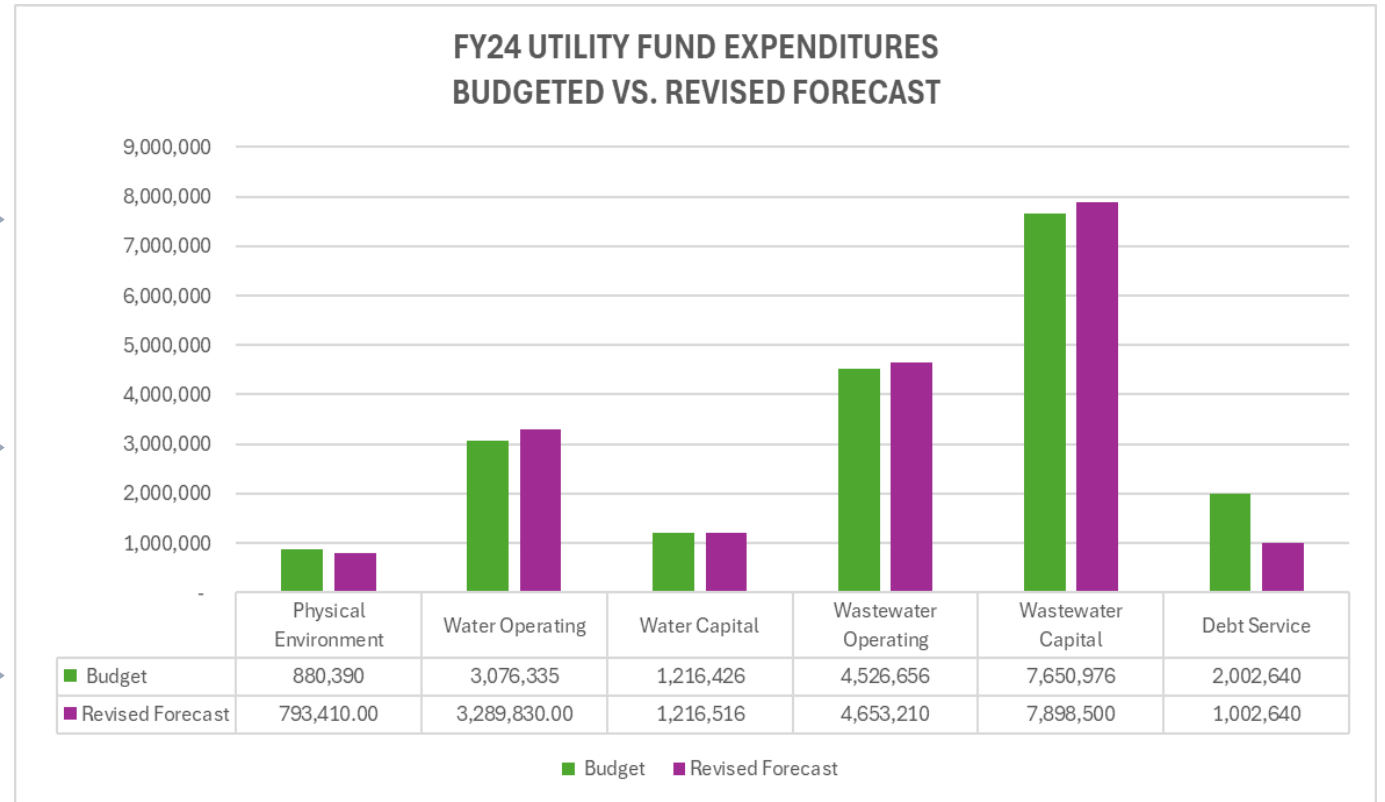


# FY 24 UTILITY FUND EXPENDITURES

Revised Forecast Projected  $\approx$  -\$500K

Debt Service Budget Included Projected WWTP Payment

Minor Adjustments Needed for Operating Budgets



# FY 24 UTILITY FUND BALANCE PROJECTION

Operating Budget: \$8,736,450

Ending Cash Balance  $\approx$  42% of  
Operating Budget

Finally Expensing Projects That Have  
Been Holding for Years

Beginning Cash Balance:	\$11,146,228
Forecasted Revenues:	\$11,379,500
Forecasted Expenditures:	(\$18,854,106)
Ending Cash Balance:	\$3,671,622

# Utility Fund Budget Amendment

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Water Department

- Increase Professional Services – Lead Pipe Service Line Inventory

Water Department

- Increase Operating Supplies – Budgeting Error Related to New Line Items

Water Connection Fee  
Fund

- Amend Ashley Well for Acidizing Procedure

Water SDC Fund

- Amend for Developer Reimbursements (Twisted Oaks and Lucky U Cycles)

# OTHER FUND HIGHLIGHTS

## CIP FUND

Will Require Budget Amendment

- Municipal Services Complex (\$43,000)
- Downtown Master Plan Projects –  
Worship Center Purchase (\$810,000)
- Drainage Project Land Acquisition -  
St. Clair Property Purchase (\$212,000)

# Wastewater Treatment Plant Non-Debt Funding Sources



<b>Internal Funding Sources</b>	
General Fund	3,000,000
Capital Improvement Project Fund	9,500,000
Wastewater SDC Fund	21,000,000
<b>Total Internal Funding Sources</b>	<b>33,500,000</b>
<b>Exterior Funding Sources</b>	
Water Quality Grant	9,250,000
State Appropriation	2,000,000
<b>Total External Funding Sources</b>	<b>11,250,000</b>
<b>Total Non-Debt Funding Sources</b>	<b>44,750,000</b>

# CAPITAL IMPROVEMENT PROJECT REVIEW

BASED ON CURRENT FY24 CIE ELEMENT EXCEPT:

- Added a Revised FY24 Column to Reflect Current Projections
- Added a New FY29 Column
- Reflects Transfers to WWTP Project Already Mentioned

FY24 - FY29 CAPITAL PROJECT FUNDING PLAN									
FUND/DEPARTMENT	PROJECT DESCRIPTION	FY 24 BUDGET	FY24 REVISED	FY25	FY26	FY27	FY28	FY29	5-Yr Total
<b>Capital Improvement Project Fund</b>									
Beginning Balance		\$ 11,300,000	\$ 15,826,110	\$ 12,010,110	\$ 1,918,110	\$ 7,575,110	\$ 2,505,110	\$ 284,360	
Revenue									
Taxes (Transfer from General Fund)		\$ 15,700,000	\$ 15,700,000	\$ 10,000,000	\$ 10,500,000	\$ 11,025,000	\$ 11,576,250	\$ 12,155,063	\$ 70,956,313
Interest Revenue		\$ 10,000	\$ 10,000	\$ 8,000	\$ 7,000	\$ 5,000	\$ 3,000	\$ 1,000	
Grant Revenue		\$ 1,150,000	\$ 200,000	\$ 1,325,000					
<b>Total Funding Sources</b>		<b>\$ 16,860,000</b>	<b>\$ 15,910,000</b>	<b>\$ 11,333,000</b>	<b>\$ 10,507,000</b>	<b>\$ 11,030,000</b>	<b>\$ 11,579,250</b>	<b>\$ 12,156,063</b>	
<b>Project Expenditures</b>									
Administrative	Downtown Master Plan Projects Including:								\$ -
Administrative	Parking Garage Construction	\$ 7,600,000	\$ 7,600,000						\$ 7,600,000
Administrative	City Hall Courtyard Rehab		\$ 12,600	\$ 50,000	\$ 150,000	\$ 100,000			\$ 312,600
Administrative	US 301 Linear Park				\$ 50,000	\$ 50,000			\$ 100,000
Administrative	Property Acquisitions		\$ 850,000	\$ 250,000	\$ 250,000	\$ 250,000			\$ 1,600,000
Administrative	CR 44A/Lynum Corridor Expansion and Crossing			\$ 75,000	\$ 200,000	\$ 200,000			\$ 475,000
Administrative	US 301 Complete Streets Landscaping Improvements				\$ 1,000,000	\$ 1,000,000			\$ 2,000,000
Administrative	Gamble Street Improvements					\$ 100,000			\$ 100,000
Police Department	Monument Sign		\$ 21,700						\$ 21,700
Public Works	Pavement Preservation Plan		\$ 79,000						\$ 79,000
Public Works	Watershed Master Plan Implementation Projects	\$ 620,000	\$ 350,000	\$ 450,000	\$ 500,000	\$ 1,000,000	\$ 5,000,000	\$ 8,000,000	\$ 15,300,000
Public Works	Clay Drain Road	\$ 250,000	\$ 200,000	\$ 400,000		\$ 6,500,000			\$ 7,100,000
Public Works	Oak Grove Village Drainage Improvements	\$ 900,000		\$ 900,000					\$ 900,000
Public Works	Barwick Street Rehabilitation	\$ 1,680,000	\$ 30,000		\$ 1,000,000	\$ 900,000			\$ 1,930,000
Public Works	CSX Service Road Improvements	\$ 50,000			\$ 200,000				\$ 200,000
Public Works	Huey Street	\$ 1,500,000	\$ 2,432,000						\$ 2,432,000
Public Works	St. Clair Street	\$ 250,000	\$ 525,000	\$ -					\$ 525,000
Public Works	Broken Oak Drive	\$ 400,000	\$ 438,000						\$ 438,000
Public Works	Jackson Street Improvements	\$ 2,000,000	\$ 27,000	\$ 500,000	\$ 1,500,000				\$ 2,027,000
Public Works	Public Works Building HVAC Improvements	\$ 80,000	\$ 111,000						\$ 111,000
Public Works	Municipal Services Complex & Gate	\$ 25,000	\$ 163,500						\$ 163,500
Parks and Recreation	Millennium Park Improvements Construction	\$ 7,500,000	\$ 1,000,000	\$ 13,000,000					\$ 14,000,000
Parks and Recreation	Lake Deaton Park Dock Improvements	\$ 115,000	\$ 395,000						\$ 395,000
Parks and Recreation	Lake Deaton Pavilions	\$ 200,000							\$ -
Parks and Recreation	Oxford Park Improvements	\$ 150,000	\$ -	\$ 500,000					\$ 500,000
Parks and Recreation	Dog Park Improvements	\$ 60,000	\$ 60,000						\$ 60,000
Parks and Recreation	Community Center HVAC Upgrades	\$ 400,000	\$ 50,000	\$ 800,000					\$ 850,000
Parks and Recreation	Recreation Center at MLK Park Design	\$ 650,000	\$ 381,200						\$ 381,200
Parks and Recreation	Recreation Center at MLK Park Construction					\$ 6,000,000	\$ 8,800,000		\$ 14,800,000
Wastewater	Transfer to Utility Fund		\$ 5,000,000	\$ 4,500,000					\$ 9,500,000
<b>Total Project Expenses:</b>		<b>\$ 24,430,000</b>	<b>\$ 19,726,000</b>	<b>\$ 21,425,000</b>	<b>\$ 4,850,000</b>	<b>\$ 16,100,000</b>	<b>\$ 13,800,000</b>	<b>\$ 8,000,000</b>	<b>\$ 83,901,000</b>
<b>End Balance - Capital Improvement Fund</b>		<b>\$ 3,730,000</b>	<b>\$ 12,010,110</b>	<b>\$ 1,918,110</b>	<b>\$ 7,575,110</b>	<b>\$ 2,505,110</b>	<b>\$ 284,360</b>	<b>\$ 4,440,478</b>	

**FY24 - FY29 CAPITAL PROJECT FUNDING PLAN**

**Park & Recreation Impact Fee Fund**

Beginning Balance		\$ 558,400	\$ 740,000	\$ 1,065,000	\$ 1,330,000	\$ 90,000	\$ 195,000	\$ (255,000)	
Revenue									
Impact Fees		\$ 240,000	\$ 325,000	\$ 300,000	\$ 275,000	\$ 250,000	\$ 250,000	\$ 250,000	\$ 1,400,000
<b>Total Funding Sources</b>		<b>\$ 798,400</b>	<b>\$ 1,065,000</b>	<b>\$ 1,365,000</b>	<b>\$ 1,605,000</b>	<b>\$ 340,000</b>	<b>\$ 445,000</b>	<b>\$ (5,000)</b>	<b>\$ 5,731,800</b>
<b>Project Expenditures</b>									
Parks and Recreation	Equipment for New Employees	\$ 85,000		\$ 35,000	\$ 15,000	\$ 45,000			\$ 180,000
Parks and Recreation	Recreation Center at MLK Park Design	\$ 325,000							\$ 325,000
Parks and Recreation	Millennium Park Improvements				\$ 1,500,000				\$ 1,500,000
Parks and Recreation	Millennium Park Amphitheatre								\$ -
Parks and Recreation	Lynum Street Park					\$ 100,000	\$ 700,000		\$ 800,000
<b>Total Project Expenditures</b>		<b>\$ 410,000</b>	<b>\$ -</b>	<b>\$ 35,000</b>	<b>\$ 1,515,000</b>	<b>\$ 145,000</b>	<b>\$ 700,000</b>	<b>\$ -</b>	<b>\$ 2,105,000</b>
<b>End Balance - Park &amp; Recreation Impact Fee Fund:</b>		<b>\$ 388,400</b>	<b>\$ 1,065,000</b>	<b>\$ 1,330,000</b>	<b>\$ 90,000</b>	<b>\$ 195,000</b>	<b>\$ (255,000)</b>	<b>\$ (5,000)</b>	

**Law Enforcement Impact Fee Fund**

Beginning Balance		\$ 1,517,300	\$ 1,948,185	\$ 1,735,385	\$ 1,689,135	\$ 251,335	\$ (1,396,465)	\$ (1,109,265)	
Revenue									
Impact Fees		\$ 1,180,000	\$ 800,000	\$ 1,240,000	\$ 1,300,000	\$ 1,350,000	\$ 1,350,000	\$ 1,350,000	\$ 7,390,000
<b>Total Funding Sources</b>		<b>\$ 2,697,300</b>	<b>\$ 2,748,185</b>	<b>\$ 2,975,385</b>	<b>\$ 2,989,135</b>	<b>\$ 1,601,335</b>	<b>\$ (46,465)</b>	<b>\$ 240,735</b>	<b>\$ 10,508,310</b>
<b>Project Expenditures</b>									
Police	The Villages Substation	\$ 400,000		\$ 400,000	\$ 1,800,000	\$ 2,000,000			\$ 4,200,000
Police	Capital Equipment	\$ 100,000	\$ 600,000	\$ 150,000	\$ 175,000	\$ 200,000	\$ 250,000	\$ 250,000	\$ 1,025,000
Police	Equipment for New Officers	\$ 314,000		\$ 323,450	\$ 350,000	\$ 385,000	\$ 400,000	\$ 425,000	\$ 1,883,450
Police	Debt Service Transfer - PD Building	\$ 412,800	\$ 412,800	\$ 412,800	\$ 412,800	\$ 412,800	\$ 412,800	\$ 412,800	\$ 2,064,000
<b>Total Project Expenditures</b>		<b>\$ 1,226,800</b>	<b>\$ 1,012,800</b>	<b>\$ 1,286,250</b>	<b>\$ 2,737,800</b>	<b>\$ 2,997,800</b>	<b>\$ 1,062,800</b>	<b>\$ 1,087,800</b>	<b>\$ 9,172,450</b>
<b>End Balance - Law Enforcement Impact Fee Fund:</b>		<b>\$ 1,470,500</b>	<b>\$ 1,735,385</b>	<b>\$ 1,689,135</b>	<b>\$ 251,335</b>	<b>\$ (1,396,465)</b>	<b>\$ (1,109,265)</b>	<b>\$ (847,065)</b>	

**FY24 - FY29 CAPITAL PROJECT FUNDING PLAN**

<b>Utility Revenue Fund</b>									
<b>Beginning Balance (for Capital Projects)</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Revenue									
Utility Revenues		\$ 4,059,000	\$ 6,806,800	\$ 6,737,400	\$ 2,573,010	\$ 2,958,962	\$ 3,402,806	\$ 3,913,227	\$ 26,392,204
<b>Total Funding Sources</b>		\$ 4,059,000	\$ 6,806,800	\$ 6,737,400	\$ 2,573,010	\$ 2,958,962	\$ 3,402,806	\$ 3,913,227	\$ 26,392,204
<b>Project Expenditures</b>									
Water	Water Line Upgrades	\$ 550,000	\$ 550,000	\$ 605,000	\$ 695,750	\$ 800,113	\$ 920,129	\$ 1,058,149	\$ 4,629,141
Water	Annual Meter Change Out Program	\$ 137,500	\$ 137,500	\$ 151,250	\$ 173,938	\$ 200,028	\$ 230,032	\$ 264,537	\$ 1,157,285
Water	Hwy 301 Water Main Relocation		\$ -	\$ 4,500,000					\$ 4,500,000
Wastewater	Gravity Collection System Renewal Program	\$ 346,500	\$ 346,500	\$ 381,150	\$ 438,323	\$ 504,071	\$ 579,682	\$ 666,634	\$ 2,916,359
Wastewater	Sewer System Renewal & Replacement	\$ 500,000	\$ 500,000	\$ 550,000	\$ 632,500	\$ 727,375	\$ 836,481	\$ 961,953	\$ 4,208,310
Wastewater	Continental Decommissioning/SR 44 FM Phase III	\$ 1,300,000	\$ 4,047,800	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,047,800
Wastewater	Lift Station Upgrades	\$ 500,000	\$ 500,000	\$ 550,000	\$ 632,500	\$ 727,375	\$ 836,481	\$ 961,953	\$ 4,208,310
Wastewater	CR 209 Lift Station Upgrades	\$ 725,000	\$ 725,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 725,000
<b>Total Project Expenditures:</b>		\$ 4,059,000	\$ 6,806,800	\$ 6,737,400	\$ 2,573,010	\$ 2,958,962	\$ 3,402,806	\$ 3,913,227	\$ 26,392,204
<b>End Balance Utility Revenue Fund (for Capital Projects):</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Capital Improvement (Grant) Fund</b>									
<b>Beginning Balance</b>		\$ 845,000	\$ 3,316,700	\$ 3,416,700	\$ 65,666,700	\$ 166,700	\$ 166,700	\$ 166,700	
Revenue									
Revenue Bonds		\$ 38,000,000		\$ 80,000,000					\$ 80,000,000
Grant Funds				\$ 9,250,000					\$ 9,250,000
State Appropriations				\$ 2,000,000					\$ 2,000,000
SRF Revolving Loan Fund Proceeds		\$ 12,000,000		\$ 12,000,000	\$ 12,000,000				\$ 24,000,000
Transfer-in from General/CIP Fund			\$ 3,000,000	\$ 5,000,000	\$ 4,500,000				\$ 12,500,000
Transfer-In WW SDC Fund			\$ 1,000,000	\$ 17,000,000	\$ 3,000,000				\$ 21,000,000
<b>Total Funding Sources</b>		\$ 50,000,000	\$ 4,000,000	\$ 125,250,000	\$ 19,500,000	\$ -	\$ -		\$ 148,750,000
<b>Project Expenditures</b>									
Wastewater	WWTF Upgrades	\$ 50,000,000	\$ 3,900,000	\$ 63,000,000	\$ 85,000,000				\$ 151,900,000
<b>Total Project Expenditures:</b>		\$ 50,000,000	\$ 3,900,000	\$ 63,000,000	\$ 85,000,000	\$ -	\$ -		\$ 151,900,000
<b>End Balance - Capital Improvement (Grant) Fund:</b>		\$ 845,000	\$ 3,416,700	\$ 65,666,700	\$ 166,700	\$ 166,700	\$ 166,700	\$ 166,700	

## FY24 - FY29 CAPITAL PROJECT FUNDING PLAN

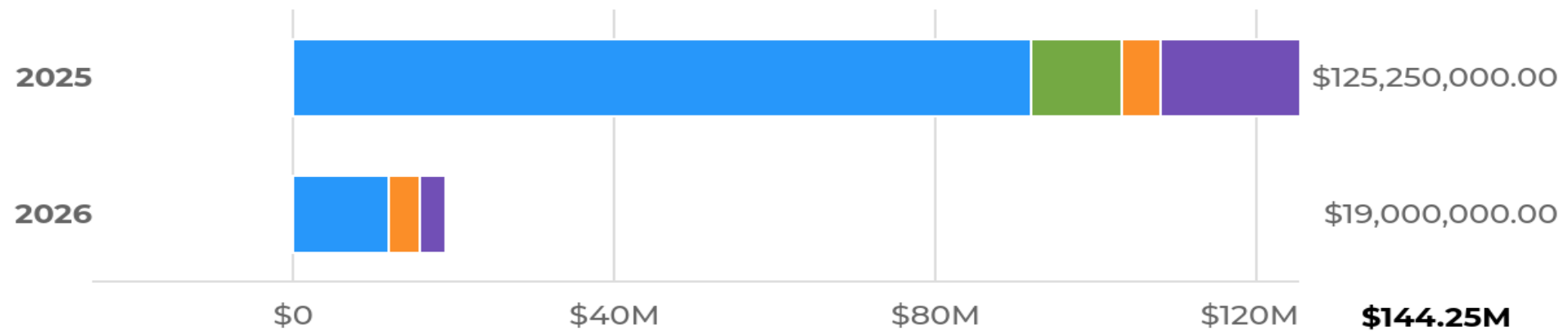
Water Connection Fee Fund																			
Beginning Balance		\$	175,000	\$	311,500	\$	51,500	\$	51,500	\$	51,563	\$	51,563	\$	51,563				
Revenue																			
Connection Fees		\$	-													\$	-		
<b>Total Funding Sources</b>		\$	-	\$	-	\$	-	\$	63	\$	-	\$	-			\$	63		
Project Expenditures																			
Water	Ashley Water Treatment Plant Construction	\$	175,000	\$	260,000												\$	260,000	
<b>Total Project Expenditures:</b>		\$	175,000	\$	260,000	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	260,000
<b>End Balance - Water Connection Fee Fund:</b>		\$	-	\$	51,500	\$	51,500	\$	51,563	\$	51,563	\$	51,563	\$	51,563	\$	51,563		
Water SDC Fund																			
Beginning Balance		\$	4,301,700	\$	4,464,300	\$	5,122,270	\$	5,153,420	\$	6,690,970	\$	6,646,120	\$	6,710,870				
Revenue																			
SDC Revenue		\$	3,019,600	\$	2,500,000	\$	3,437,200	\$	1,793,600	\$	211,200	\$	320,800	\$	400,000	\$	8,662,800		
<b>Total Funding Sources</b>		\$	3,019,600	\$	2,500,000	\$	3,437,200	\$	1,793,600	\$	211,200	\$	320,800	\$	400,000	\$	8,662,800		
Project Expenditures																			
Water	CR 501 WTP Project	\$	3,075,000	\$	30,000	\$	3,075,000										\$	3,105,000	
Water	Ashley Water Treatment Plant Upgrades	\$	470,000	\$	550,000												\$	550,000	
Water	Oxford WTP Phosphate Injection	\$	156,000	\$	156,000												\$	156,000	
Water	Water Use Permit Modification	\$	75,000			\$	75,000										\$	75,000	
Water	Developer Reimbursements			\$	850,000												\$	850,000	
Water	Debt Service	\$	256,030	\$	256,030	\$	256,050	\$	256,050	\$	256,050	\$	256,050	\$	256,050	\$	256,050	\$	1,536,280
<b>Total Project Expenditures:</b>		\$	4,032,030	\$	1,842,030	\$	3,406,050	\$	256,050	\$	256,050	\$	256,050	\$	256,050	\$	256,050	\$	6,272,280
<b>End Balance - Water SDC Fund:</b>		\$	3,289,270	\$	5,122,270	\$	5,153,420	\$	6,690,970	\$	6,646,120	\$	6,710,870	\$	6,854,820				

**FY24 - FY29 CAPITAL PROJECT FUNDING PLAN**

FUND/DEPARTMENT	PROJECT DESCRIPTION	FY 24 BUDGET	FY24 REVISED	FY25	FY26	FY27	FY28	FY29	5-Yr Total
<b>Wastewater Connection Fee Fund</b>									
Beginning Balance		\$ 183,800	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	
Revenue									
Connection Fees									\$ -
<b>Total Funding Sources</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Project Expenditures</b>									
Wastewater									\$ -
<b>Total Project Expenditures:</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>End Balance - Wastewater Connection Fee Fund:</b>		\$ 183,800	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	\$ 154,730	
<b>Wastewater SDC Fund</b>									
Beginning Balance		\$ 9,500,000	\$ 10,220,000	\$ 13,382,900	\$ 7,300	\$ 76,100	\$ 416,800	\$ 971,900	
Revenue									
SDC Revenue		\$ 5,979,400	\$ 6,250,000	\$ 6,700,000	\$ 3,494,400	\$ 416,300	\$ 630,700	\$ 680,000	\$ 18,171,400
<b>Total Funding Sources</b>		\$ 5,979,400	\$ 6,250,000	\$ 6,700,000	\$ 3,494,400	\$ 416,300	\$ 630,700	\$ 680,000	\$ 18,171,400
<b>Project Expenditures</b>									
Wastewater - Transfer to Cap Proj Fund	Wastewater Treatment Facility Upgrades	\$ 10,000,000	\$ 2,500,000	\$ 17,000,000	\$ 3,000,000				\$ 22,500,000
Wastewater	Chitty Chatty Bridge Utility Line Crossing		\$ 126,500						\$ 126,500
Wastewater	Huey St Sanitary Sewer Reroute (Osceola FM Reroute/St.	\$ 480,500	\$ 385,000						\$ 385,000
Wastewater	Millennium Park Reuse Line Project	\$ 3,000,000		\$ 3,000,000					\$ 3,000,000
Wastewater	Main Street North Lift Station				\$ 350,000				\$ 350,000
Wastewater	Debt Service	\$ 75,600	\$ 75,600	\$ 75,600	\$ 75,600	\$ 75,600	\$ 75,600	\$ 75,600	\$ 453,600
<b>Total Project Expenditures:</b>		\$ 13,556,100	\$ 3,087,100	\$ 20,075,600	\$ 3,425,600	\$ 75,600	\$ 75,600	\$ 75,600	\$ 26,815,100
<b>End Balance - Wastewater SDC Fund:</b>		\$ 1,923,300	\$ 13,382,900	\$ 7,300	\$ 76,100	\$ 416,800	\$ 971,900	\$ 1,576,300	

# Wastewater Treatment Plant Project

Funding Sources by Year



- Debt Issuance (SRF/Bonds/Loan)
- Grant/Appropriation
- Other (Internal Transfers)
- Wastewater SDC Fund

# Recommendations

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Approve

Approve \$3M Transfer from General Fund in FY24 to WWTP Project.

Approve

Approve \$5M Transfer from CIP Fund in FY24 to WWTP Project.

Approve

Revised CIE Project Priorities as Presented

Conduct

Conduct a New Utility Revenue Sufficiency Analysis Based on New Forecasting.



**City of Wildwood**  
**Capital Project and Major Initiatives Prioritization Matrix**

**Project: Jackson Street Rehab**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	50	20%	10
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	0	15%	0
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	3
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>62</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Police Substation - The Villages**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	50	25%	12.5
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	75	20%	15
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	50	15%	7.5
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	0	10%	0
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
				<b>Total Score:</b>		100%	<b>59</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Clay Drain Road Phase 1**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	2.5
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>68.5</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Clay Drain Road Phase 2**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	40	30%	12
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	2.5
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>56.5</b>

**City of Wildwood**  
**Capital Project and Major Initiatives Prioritization Matrix**

**Project: Dr. MLK Jr. Recreation Center**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	20	30%	6
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	25	20%	5
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	50	15%	8
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	0	10%	0
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>44</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Oxford Park Improvements**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	40	30%	12
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	50	25%	13
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	0	15%	0
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	0	10%	0
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
				<b>Total Score:</b>		100%	<b>27</b>

**City of Wildwood**  
**Capital Project and Major Initiatives Prioritization Matrix**

**Project: Wildwood Community Center HVAC Upgrades**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	0	25%	0
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	100	10%	10
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>51</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Millennium Park Phase 1**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	100	30%	30
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	25	20%	5
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	0	10%	0
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
				<b>Total Score:</b>		100%	<b>75</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Millennium Park Phase 2**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	20	30%	6
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing/capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	25	20%	5
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	50	15%	8
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	0	10%	0
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>44</b>

**City of Wildwood**  
**Capital Project and Major Initiatives Prioritization Matrix**

**Project: Huey Street Rehab**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	100	25%	25
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	25	20%	5
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	3
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>72</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Barwick Street Rehabilitation**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	50	25%	13
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	3
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
<b>Total Score:</b>						100%	<b>56</b>

**City of Wildwood  
Capital Project and Major Initiatives Prioritization Matrix**

**Project: Oak Grove Village**

#	Criteria	Description	Max Value	Scoring Description	Assigned Value	Weight	Score
1	Community and Economic Impact	These projects are broken down in five (5) categories that support different classifications depending on their importance and impact to the public	100	Essential Projects - This category includes projects that have legal or regulatory mandate where not achieving these requirements may lead to legal action, fines, or penalties against the City.	80	30%	24
			80	Priority Projects - This category includes projects with positive economic and community impacts that are required to maintain critical infrastructure. These projects are not mandatory, but will maintain critical infrastructure at current service levels and ensure they remain in a good state of repair.			
			60	Efficiency or Cost Savings Projects - This category includes projects that have a positive return on investment over the project's life due to operational cost savings.			
			40	State of Good Repair/Lifecycle - This category includes projects that maintain existing capital infrastructure. These projects are not mandatory, but if the project is not undertaken, the current service level or condition will decline over time.			
			20	Improvement (non-essential) - This category includes projects that will increase the current service levels such as new facilities or the expansion of existing facilities or initiatives.			
2	Strategic Alignment	The project's alignment with the Strategic Plan, Downtown Master Plan (DMP), and/or Comprehensive Plan	100	Directly aligned with the Strategic/DMP/Comprehensive Plan	50	25%	13
			50	Indirectly aligned with the Strategic/DMP/Comprehensive Plan			
			0	Not aligned with the Strategic/DMP/Comprehensive Plan			
3	Financing	The extent to how the project is funded from internal and external sources	100	Financed entirely from external sources (grants, appropriations)	10	20%	2
			75	More than 75% of the project is financed from external sources			
			50	More than 25% of the project is financed from external sources			
			25	Less than 25% of the project is financed from external sources			
			10	Project is funded entirely from internal sources			
4	Service Levels	Impact on the service levels to the public as a result of the project	100	Addresses a substandard condition so level of service is achieved	100	15%	15
			50	Increases level of service			
			0	Has no impact on level of service			
5	Operating Budget Impact	Increase or decrease in operating budget as a result of the project	100	Significant decrease in department operating budget (20% or greater)	25	10%	3
			50	Moderate decrease in department operating budget (between 0% and 19%)			
			25	Little or no impact in department operating budget			
			0	Increase in department operating costs			
				<b>Total Score:</b>		100%	<b>56</b>

**CITY COMMISSION OF THE CITY OF WILDWOOD  
EXECUTIVE SUMMARY**

**SUBJECT:** Employee Compensation and Benefits Presentation

**REQUESTED ACTION:** For information only.

**CONTRACT:**

Vendor/Entity:

Effective Date:

Termination Date:

Managing Division/Department:

**BUDGET IMPACT:**

**HISTORY/FACTS/ISSUES:**

See attached presentation and supporting documents.

# WILDWOOD BENEFITS AND COMPENSATION



PRESENTED BY: MELISSA TUCK, CPM, SHRM  
DIRECTOR OF HUMAN RESOURCES AND RISK  
MANAGEMENT

*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.*

# STRATEGIC PLAN GOAL: EMPLOYEE RECRUITMENT AND RETAINMENT

## AGENDA

- Compensation
  - Comp Study January 2023 – adopted October 1, 2023 per resolution 2023-23
- Benefits
  - Request by City Commission to conduct benefits survey and analysis with recommendations

*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.*

# RECRUITMENT/RETAINMENT CHALLENGES

- Labor force is getting tighter
  - Private business – pay and benefits are discretionary
  - Other municipalities
- Most competitive positions to recruit/retain:
  - \* Planners
  - \* Operators
  - \* Lift station techs
  - \* Police Officers

(positions that require a license or certification)

*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.*

# NEW COMPENSATION PHILOSOPHY

- Compensation must be competitive and market-driven
- Best management practices highlighted in study
  - ✓ 1 – Adopt new salary classification system
  - ✓ 2 – small-scale salary surveys to assess market competitiveness
  - ✓ 3 – annual cost of living adjustments (based on CPI)

*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.*

# OTHER COMPENSATION ELEMENTS

- Merit system remains in place- Employees are graded on their job description and the city's core values
- Cola will now affect pay ranges as well as employee salaries
- Addition of progression plan programs in Water, Wastewater, Public Works and Parks & Recreation

## OPERATORS

Level	Step	Years of Service	Deliverables	Time to complete	Incentive
Trainee (hired as or promoted)	1		Complete coursework and obtain completion certifications for all course segments.	6 months	2%
	2		Pass FDEP licensing exam	Up to one year	4%
	3	2080 hours	Obtain Class C state license	Up to 2 years	4%
Class C Operator	1		Complete coursework and obtain completion certifications for all course segments.		2%
	2		Pass FDEP licensing exam		4%
	3	6240 hours	Obtain Class B state license		4%
Class B Operator	1		Complete coursework and obtain completion certifications for all course segments.		2%
	2		Pass FDEP licensing exam		4%
	3	10400 hours	Obtain Class A state license		4%

# BENEFITS

- Current city-provided benefits:
  - Medical – 4 plans (plans 130 & 47 cost \$0 for employee-only coverage)
    - Plan 130 (High deductible); 47 (HMO); 3990 + 5772 (PPO)
  - Dental/vision - \$0 for employee only coverage
  - Short-term disability – \$0 for employee only coverage

Budgeted monthly contribution to employee benefits = \$780

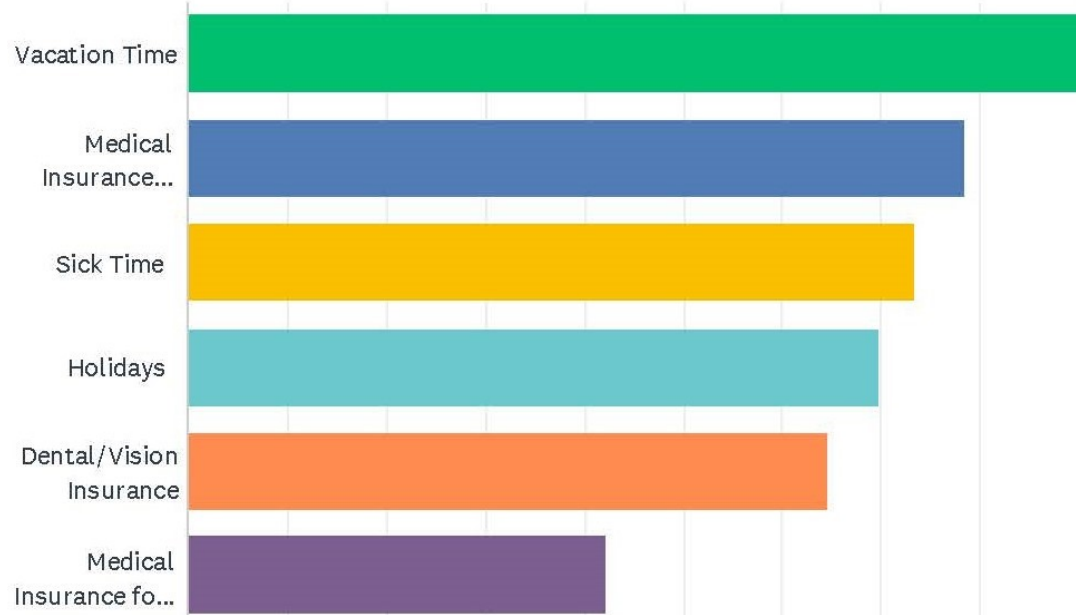
# INTERNAL SURVEY

Two internal surveys were conducted:

- All employees
- Focus groups
  - \* Leadership team
  - \* Safety committee

# Q1 Select your top 6 choices of benefits that are most important to you (put a check next to the top 6)

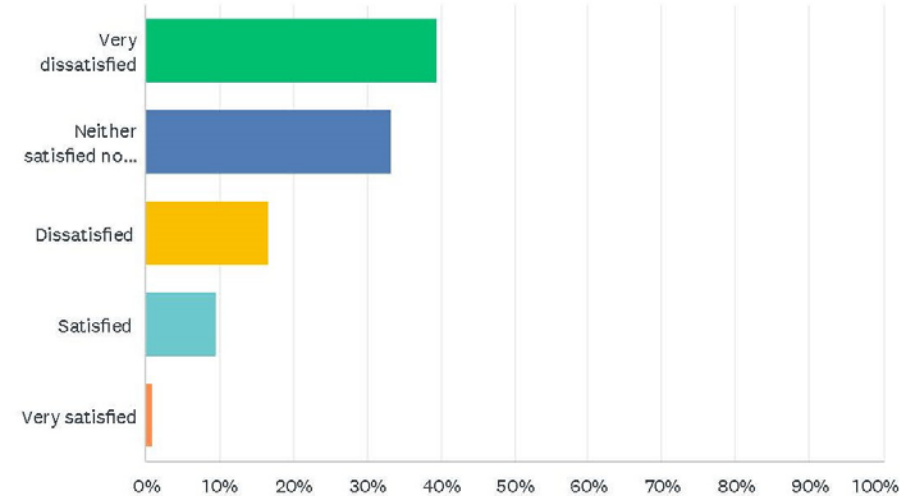
Answered: 116 Skipped: 0



# INTERNAL SURVEY RESULTS

## Q3 Rate the current City provided benefits and programs: Medical Insurance for spouse and family

Answered: 114 Skipped: 2



Attachment #1

*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.*

# INTERNAL SURVEY ANALYSIS

- ▶ Medical coverage costs for single and dependents' coverage were in the top 6 of benefits that are most important to the employee.
- ▶ 45% of employees were satisfied with single coverage.
- ▶ 56% of employees were either dissatisfied or very dissatisfied with dependent coverage costs.

# EXTERNAL SURVEY CO-HORTS

Surveyed local governments that were either similar in size, regionally significant or participated in the Evergreen compensation study

# EXTERNAL SURVEY CO-HORTS (CONT'D)

Results (Wildwood plan 47 premium v average premium)

The employee pays:

- ▶ Family coverage – 46% more than average
- ▶ Child coverage – 56% more than average
- ▶ Spouse coverage – 53% more than average
- ▶ Single coverage – 35% less than average

Attachment #2

# EXTERNAL SURVEY REGIONAL

Employer contribution to family coverage:

▶ Plan 130 (HD)	Wildwood (31%)	Co-hort (71%)
▶ Plan 47 (HMO)	Wildwood (31%)	Co-hort (69%)
▶ Plan 3900 (PPO)	Wildwood (30%)	Co-hort (68%)
▶ Plan 5772 (PPO)	Wildwood (29%)	Co-hort (68%)

\* Wildwood coverage = single employee premium

Attachment #3

# EXTERNAL SURVEY ANALYSIS

- Funding (self-funding v premiums)
- Plans and plan design
- Utilization

# OPTIONS

1. Make no changes
2. Fund some level of dependent premiums across all four plans
3. Sliding scale funding of dependent premiums for Plans 130/47

# RECOMMENDED OPTIONS

1. Sliding scale funding of dependent premiums for Plans 130/47 (years of service as of 10-1)
  - 0 – 1 years = 50%
  - 2 – 5 years = 60%
  - 6 - 10 years = 70%
  - 11+ years = 80%
2. Fund 60% of dependent premiums for all plans

# BUDGET IMPACT

**Estimated average annual additional cost per employee  
for either option - \$ 2,200**

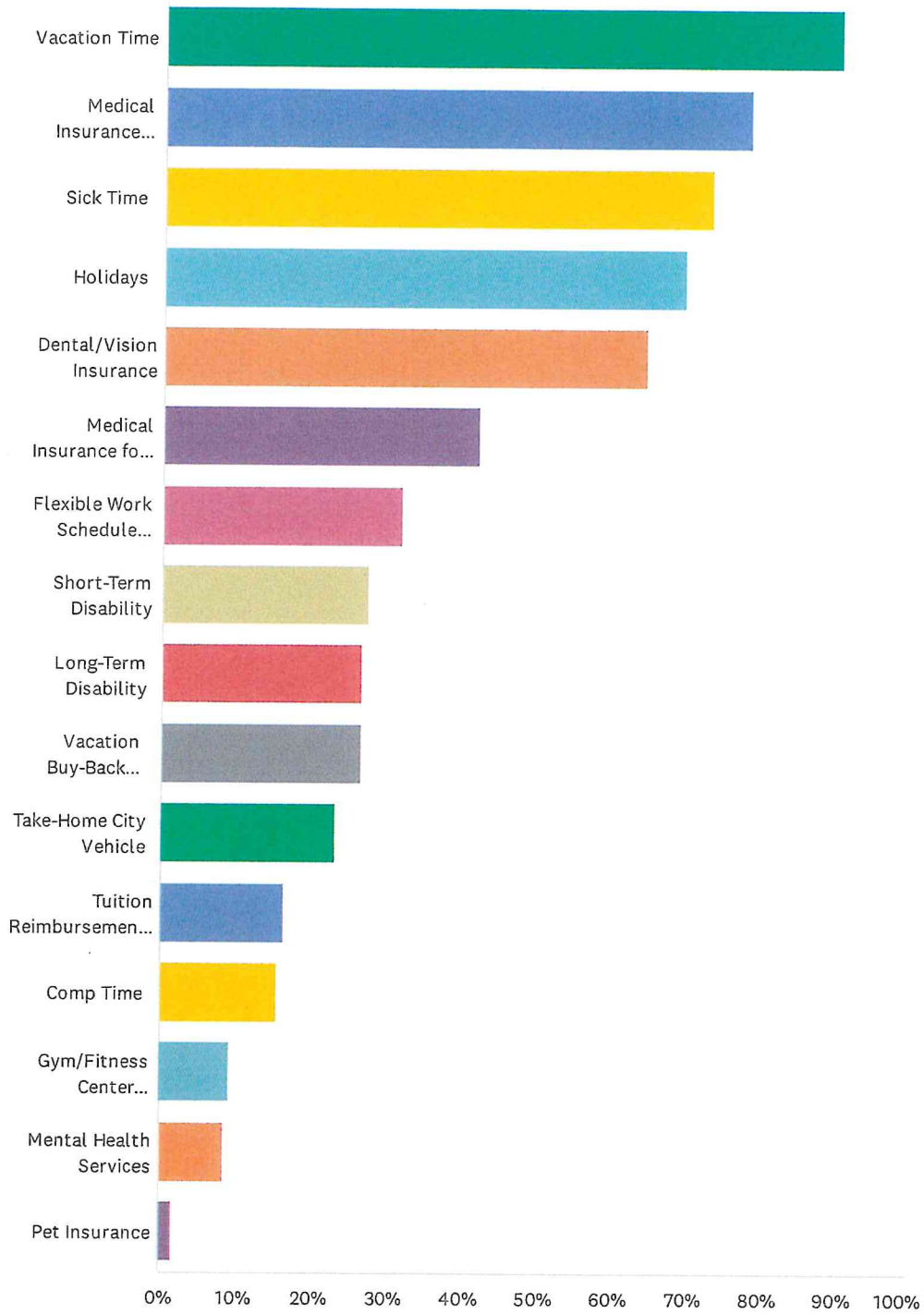
# QUESTIONS?



*Strategic Goal: Provide residents with superior service through the recruitment & retainment of talented and dedicated employees.* 18

# Q1 Select your top 6 choices of benefits that are most important to you (put a check next to the top 6)

Answered: 116 Skipped: 0

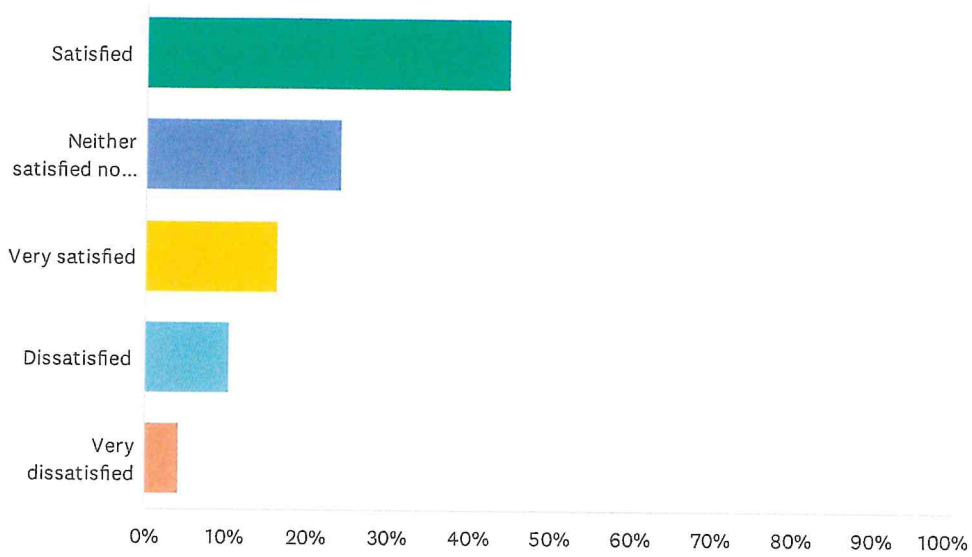


City of Wildwood Benefits Survey

ANSWER CHOICES	RESPONSES	
Vacation Time	90.52%	105
Medical Insurance (employee)	78.45%	91
Sick Time	73.28%	85
Holidays	69.83%	81
Dental/Vision Insurance	64.66%	75
Medical Insurance for Spouse and Family	42.24%	49
Flexible Work Schedule (10-hour days; Remote work)	31.90%	37
Short-Term Disability	27.59%	32
Long-Term Disability	26.72%	31
Vacation Buy-Back Program	26.72%	31
Take-Home City Vehicle	23.28%	27
Tuition Reimbursement or Assistance	16.38%	19
Comp Time	15.52%	18
Gym/Fitness Center Membership or Assistance	9.48%	11
Mental Health Services	8.62%	10
Pet Insurance	1.72%	2
Total Respondents: 116		

## Q2 Rate the current City provided benefits and programs: Medical Insurance for employee

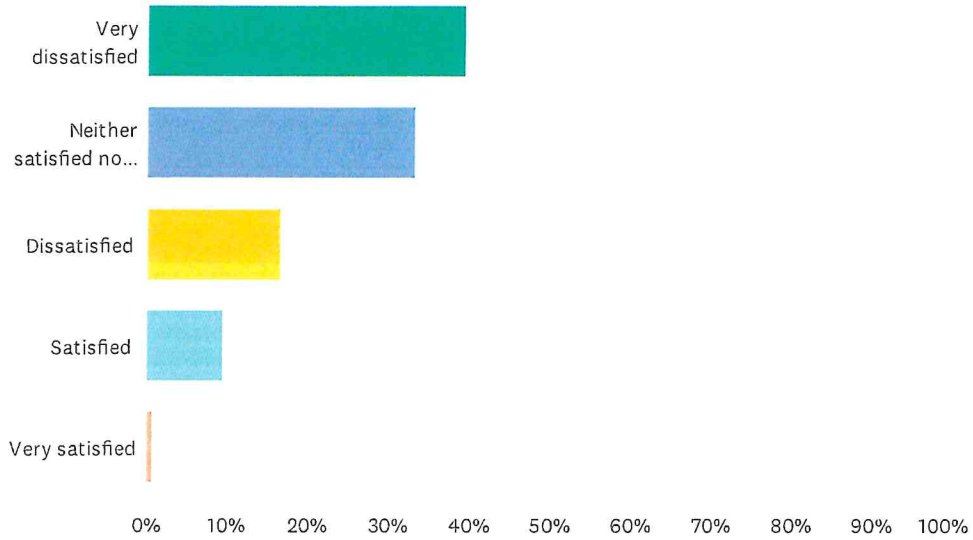
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	44.83%	52
Neither satisfied nor dissatisfied	24.14%	28
Very satisfied	16.38%	19
Dissatisfied	10.34%	12
Very dissatisfied	4.31%	5
TOTAL		116

### Q3 Rate the current City provided benefits and programs: Medical Insurance for spouse and family

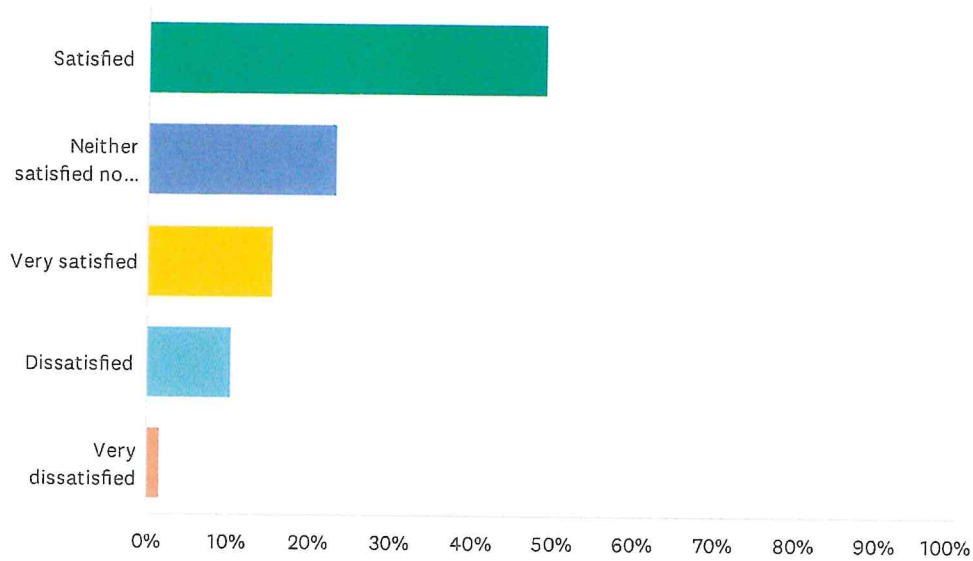
Answered: 114 Skipped: 2



ANSWER CHOICES	RESPONSES	
Very dissatisfied	39.47%	45
Neither satisfied nor dissatisfied	33.33%	38
Dissatisfied	16.67%	19
Satisfied	9.65%	11
Very satisfied	0.88%	1
TOTAL		114

### Q4 Rate the current City provided benefits and programs: Dental/Vision Insurance for employee

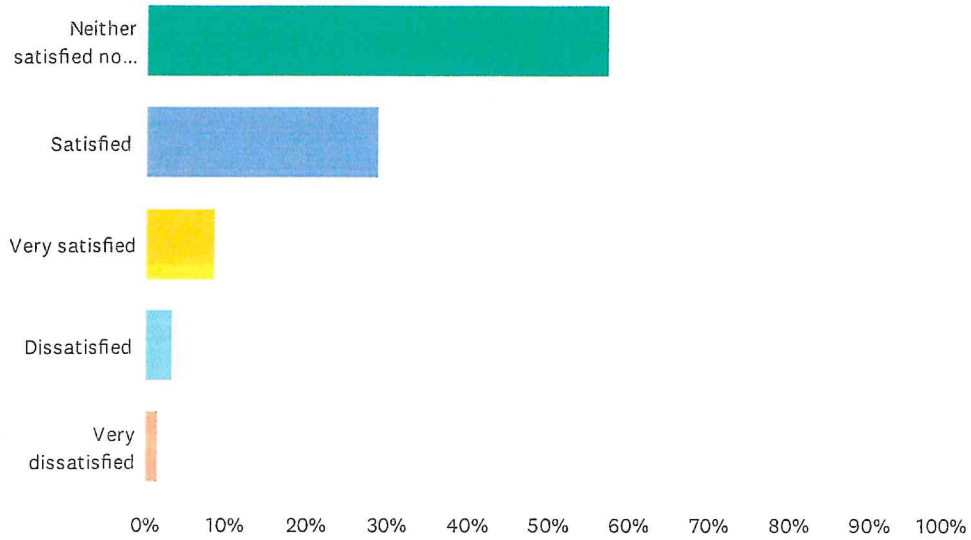
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	49.14%	57
Neither satisfied nor dissatisfied	23.28%	27
Very satisfied	15.52%	18
Dissatisfied	10.34%	12
Very dissatisfied	1.72%	2
<b>TOTAL</b>		<b>116</b>

### Q5 Rate the current City provided benefits and programs: Access to AFLAC, Liberty National, Legal Shield and other benefits

Answered: 115 Skipped: 1



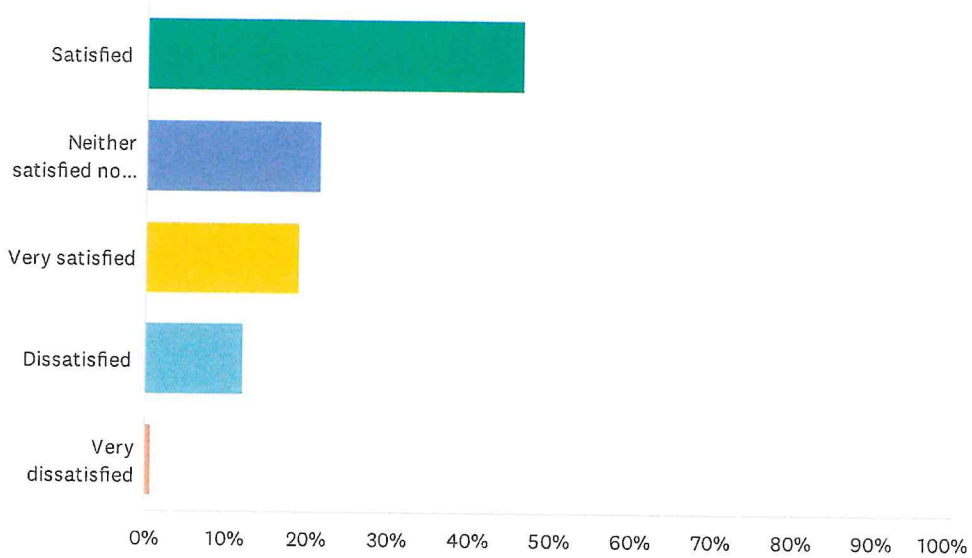
**ANSWER CHOICES**

**RESPONSES**

ANSWER CHOICES	RESPONSES	
Neither satisfied nor dissatisfied	57.39%	66
Satisfied	28.70%	33
Very satisfied	8.70%	10
Dissatisfied	3.48%	4
Very dissatisfied	1.74%	2
TOTAL		115

### Q6 Rate the current City provided benefits and programs: Work Schedule

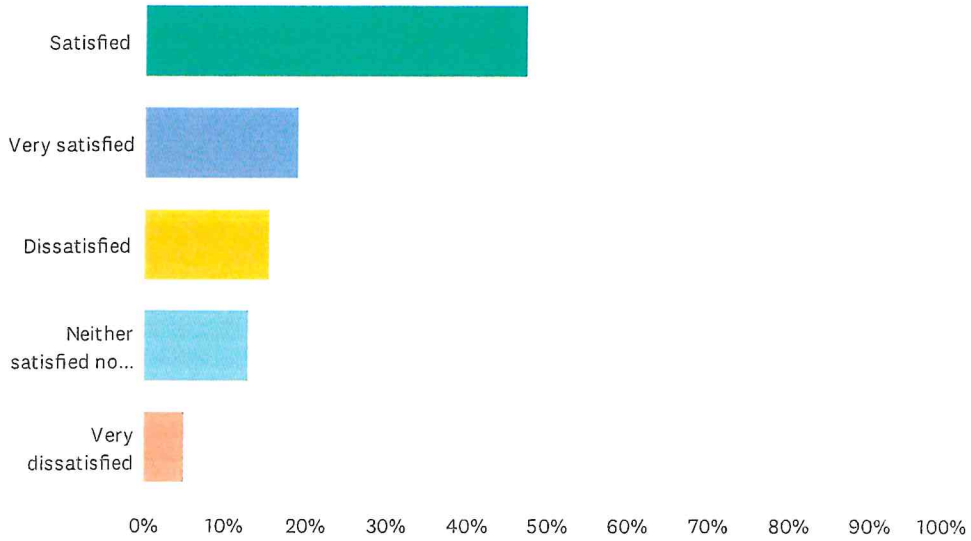
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	46.55%	54
Neither satisfied nor dissatisfied	21.55%	25
Very satisfied	18.97%	22
Dissatisfied	12.07%	14
Very dissatisfied	0.86%	1
<b>TOTAL</b>		<b>116</b>

### Q7 Rate the current City provided benefits and programs: Holidays

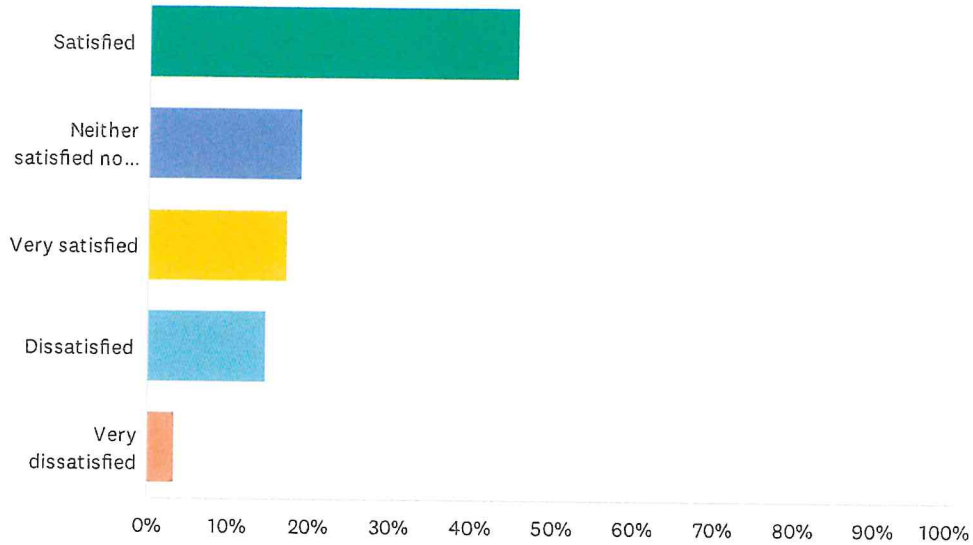
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	47.41%	55
Very satisfied	18.97%	22
Dissatisfied	15.52%	18
Neither satisfied nor dissatisfied	12.93%	15
Very dissatisfied	5.17%	6
<b>TOTAL</b>		<b>116</b>

### Q8 Rate the current City provided benefits and programs: Vacation Leave

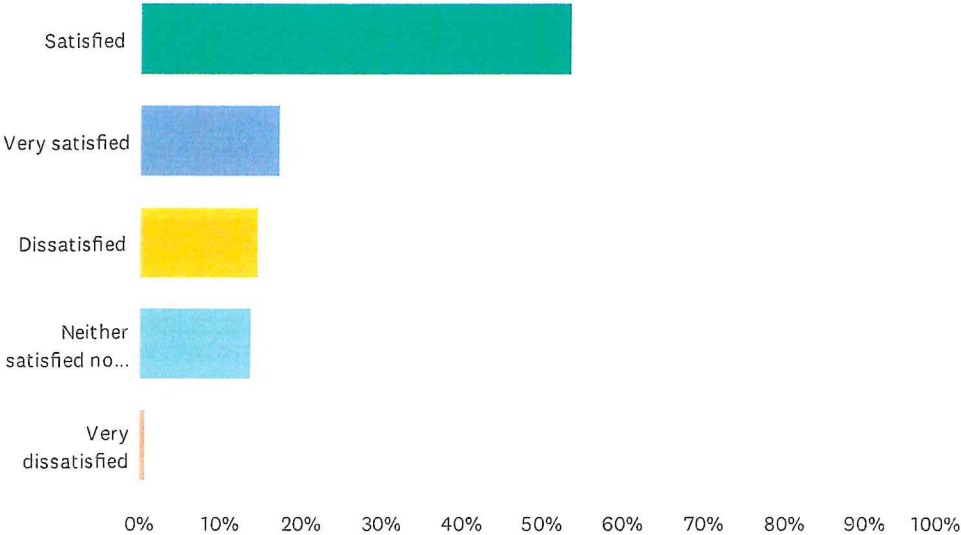
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	45.69%	53
Neither satisfied nor dissatisfied	18.97%	22
Very satisfied	17.24%	20
Dissatisfied	14.66%	17
Very dissatisfied	3.45%	4
<b>TOTAL</b>		<b>116</b>

### Q9 Rate the current City provided benefits and programs: Sick Leave

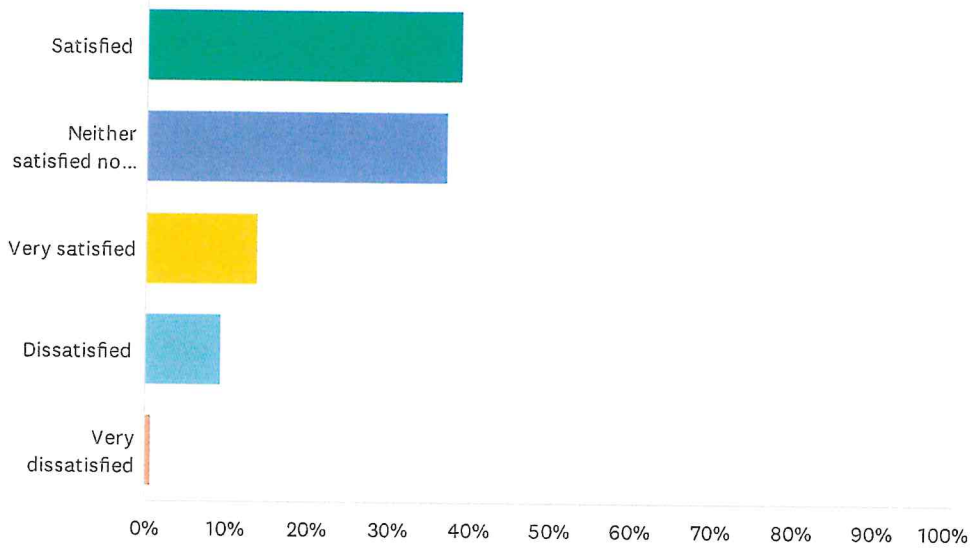
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	53.45%	62
Very satisfied	17.24%	20
Dissatisfied	14.66%	17
Neither satisfied nor dissatisfied	13.79%	16
Very dissatisfied	0.86%	1
TOTAL		116

## Q10 Rate the current City provided benefits and programs: Training and Education

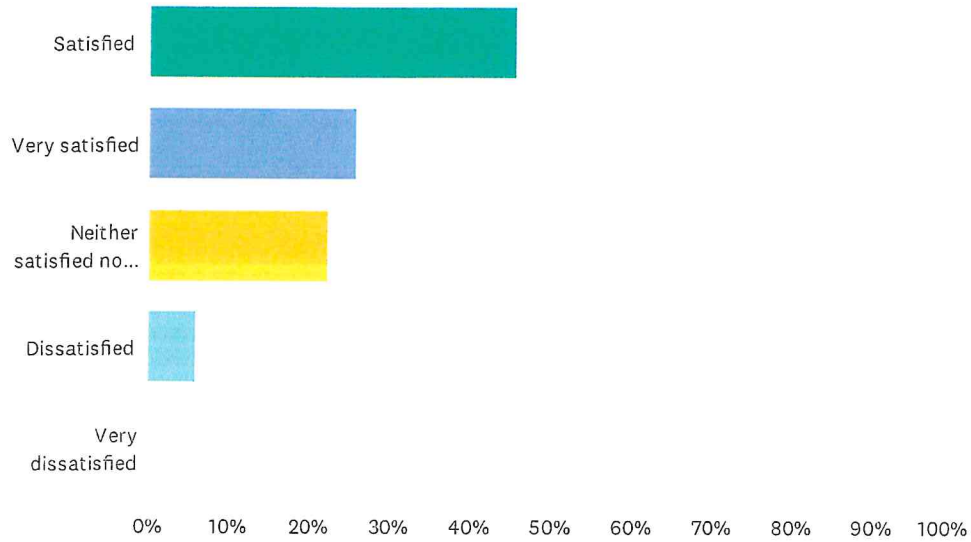
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	38.79%	45
Neither satisfied nor dissatisfied	37.07%	43
Very satisfied	13.79%	16
Dissatisfied	9.48%	11
Very dissatisfied	0.86%	1
TOTAL		116

### Q11 Rate the current City provided benefits and programs: HR Department availability and service

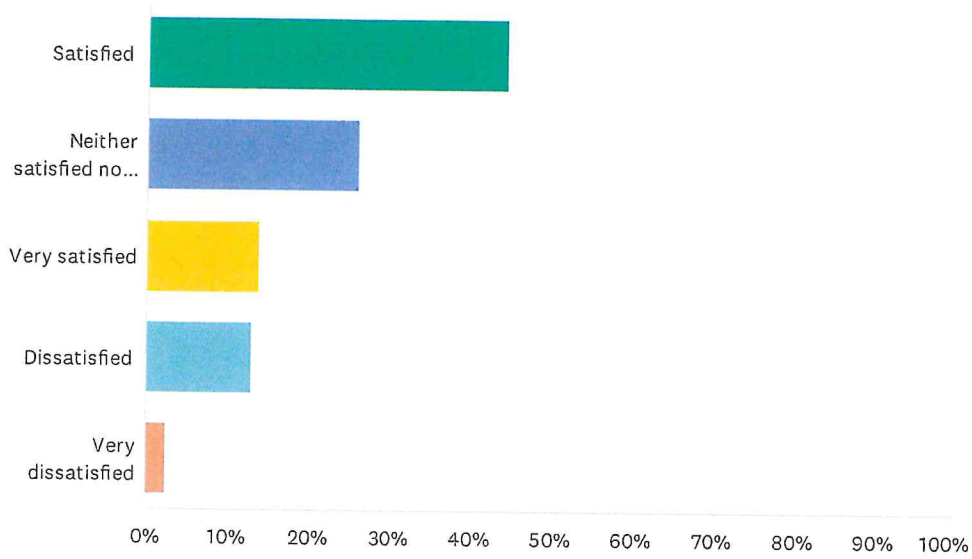
Answered: 116 Skipped: 0



ANSWER CHOICES	RESPONSES	
Satisfied	45.69%	53
Very satisfied	25.86%	30
Neither satisfied nor dissatisfied	22.41%	26
Dissatisfied	6.03%	7
Very dissatisfied	0.00%	0
TOTAL		116

## Q12 Rate the current City provided benefits and programs: Opportunities for Advancement

Answered: 115 Skipped: 1



ANSWER CHOICES	RESPONSES	
Satisfied	44.35%	51
Neither satisfied nor dissatisfied	26.09%	30
Very satisfied	13.91%	16
Dissatisfied	13.04%	15
Very dissatisfied	2.61%	3
TOTAL		115

City of Wildwood Benefits Survey

## Q13 To attract new employees, what benefits do you think the City should offer?

Answered: 106 Skipped: 10

#	RESPONSES	DATE
1	Competitive pay is the biggest draw for me. If I can't afford to live, every other benefit is secondary. From there, an affordable and widely accepted insurance plan is second most important. Access to training and certification programs is very attractive, whether internal or with outside organizations.	12/12/2023 11:19 AM
2	Additional monetary benefits for college degrees.	12/12/2023 8:50 AM
3	Dependent insurance that doesn't cost an entire paycheck.	12/11/2023 3:09 PM
4	a bonus	12/11/2023 2:53 PM
5	comp time bank	12/11/2023 7:16 AM
6	A stipend to use monthly to supplement costs for dependent care, mental health services, pet insurance/vet.	12/8/2023 3:46 PM
7	Competitive pay, Incentive bonuses (new employees).	12/7/2023 8:20 AM
8	Spouse/children healthcare Remote work - when practical	12/7/2023 7:29 AM
9	Don't take away bonuses after they're budgeted in for the year	12/6/2023 5:17 PM
10	Gift, money or gift cards if you work hard	12/6/2023 2:35 PM
11	training and education	12/6/2023 2:22 PM
12	Benefits are satisfying	12/6/2023 1:00 PM
13	Cheaper health care for spouse and families.	12/6/2023 11:10 AM
14	NA	12/6/2023 9:11 AM
15	NA	12/6/2023 9:07 AM
16	Competitive Pay with competing agency's, Off-Duty Details, Specialty Units	12/5/2023 4:50 PM
17	competitive Pay, Good medical and dental insurance,	12/5/2023 10:16 AM
18	As always ensure the pay is as high as possible. If possible, improve medical insurance benefit such as co-payment amounts, etc.	12/5/2023 9:06 AM
19	Competitive pay No vacation time cap on accruals Holiday bonus Higher shift differential COLA raise every year Ability to workout on duty (30 minutes) Health center provided at no cost to the employee to see the doctor if they're sick. Would also make workman's comp a little easier.	12/5/2023 9:00 AM
20	Childcare	12/5/2023 8:59 AM
21	Higher pay for programs that work with children. They are our future and we should invest in the people who are watching and providing for our children.	12/5/2023 8:47 AM
22	Affordable Health Insurance Options More Flexibility on Work from Home Option	12/5/2023 8:31 AM
23	More incentives such as increased pay for experience, assistance with relocation expenses for out of state candidates, housing assistance and a percentage based stipend for employees who live within the city	12/5/2023 8:22 AM
24	Unfortunately monetary incentives always work best to attract new employees, however I find that the City already does a great job at this and is fair with wages.	12/5/2023 8:11 AM

## City of Wildwood Benefits Survey

25	cheaper Medical Insurance for spouse and family	12/5/2023 8:03 AM
26	Periodic cash out accrued vacation/sick leave	12/5/2023 7:59 AM
27	Paid holidays to mirror state and federal government.	12/5/2023 7:52 AM
28	Better health insurance coverage	12/5/2023 7:44 AM
29	More Money and cheaper family insurance	12/4/2023 7:37 AM
30	more money	12/1/2023 3:17 PM
31	Better family medical care package	12/1/2023 1:46 PM
32	The same holds true now as it has in the past. A more competitive starting wage and better family benefits.	12/1/2023 12:01 PM
33	Bereavement pay, Shorter days/Flexible schedule around holidays, remote work options	12/1/2023 10:20 AM
34	More vacation time	12/1/2023 7:11 AM
35	Higher wages, flex time, and affordable family/spouse insurance	11/30/2023 11:10 AM
36	Contributions to family insurance coverage	11/30/2023 9:14 AM
37	Increase sick time to 8 hours a day. Learn comp time. Have all policies the same in all departments. Have affordable medical and dental insurance.	11/30/2023 7:28 AM
38	Posted pay step plan.	11/29/2023 7:24 PM
39	higher salary	11/29/2023 5:11 PM
40	Higher salary and payout for not taking medical.	11/29/2023 5:10 PM
41	Better pay and take home vehicles daily to save fuel and leave more room to survive.	11/29/2023 3:21 PM
42	more vacation time	11/29/2023 2:14 PM
43	Better health and vacation	11/29/2023 12:12 PM
44	better pay and family insurance a 3% raise is not even a coast of living raise city manager gets a lot more than 3% each year	11/29/2023 11:08 AM
45	Medical Ins. for spouse and family. If a family person can't afforded the ins. his family, he can't work for the city this cut your employment of people by half. Family people are more likely to be lone term employees. Employees that are single people are more likely to look for greener pastures.	11/29/2023 11:05 AM
46	To be honest, I love the benefits we are so graciously given at this time.	11/29/2023 10:53 AM
47	Higher pay rate	11/29/2023 10:10 AM
48	Better Insurance for spouses and children. Veterans Day Off	11/29/2023 9:41 AM
49	we already offer them enough we should not try and give them things we didnt get they need to work for it	11/29/2023 8:56 AM
50	Family Medical, Don't require a note for being sick, Make all the rules the same for all departments.	11/29/2023 8:39 AM
51	Continue to offer the FRS pension to new employees.	11/29/2023 7:57 AM
52	Better pay	11/29/2023 7:55 AM
53	Better health insurance for the employees family	11/29/2023 7:45 AM
54	Progressive training At the end of it with progressive pain Your pay has to be better. I want to attract new good people.	11/29/2023 7:42 AM
55	Better pay and faster opportunities to grow from within.	11/29/2023 7:35 AM
56	N/a	11/29/2023 7:28 AM
57	Higher rate.	11/29/2023 6:56 AM

## City of Wildwood Benefits Survey

58	higher pay, medical benefits should cover the employee and their immediate family.	11/28/2023 6:52 PM
59	Higher pay. The cost of everything is going up and yes we just got a raise but living paycheck to paycheck as a cop is completely unacceptable. We put our life on the line, leave family behind, work holidays and details , extra training and so much more and yet here I am trying to figure out how to make it to my check just after paying my rent. I have the average rent in my area and my check hardly covers it doesn't even leave me enough to pay other bills that are due or groceries. It's sad when other smaller city's are making more then us, getting bonuses for all holidays and so forth. Everyone is going to go towards the money.	11/28/2023 2:45 PM
60	Taking away a budgeted bonus is a sure way to keep people away. It makes employees feel undervalued and underappreciated.	11/28/2023 2:36 PM
61	sign on bonus	11/28/2023 2:11 PM
62	Insurance with no copays also cheap to add your family if not free 3 weeks vacation to start 4 weeks after 5 years	11/28/2023 12:34 PM
63	Higher starting wage for the rising cost of living and more PTO for work/life balance.	11/28/2023 11:56 AM
64	Comp time bank. Home	11/28/2023 11:02 AM
65	sign on bonus	11/28/2023 10:45 AM
66	More cost-effective family insurance rates	11/28/2023 10:44 AM
67	More Holidays and/or an extra personal day, flexible work schedule for certain positions, better spouse health insurance, increase vacation accrued hours per year.	11/28/2023 10:35 AM
68	10 hour work days	11/28/2023 10:32 AM
69	Hiring bonuses..that also applies to employees who have a hire date bf the day of the hire bonus cut off date. That would generate more word of mouth from current employees.	11/28/2023 9:57 AM
70	Better pay for police officers and tuition assistance. Needs to match surrounding counties to attract quality applicants. It would also assist in retention of employees	11/28/2023 9:54 AM
71	Additional increments to vacation accrual table	11/28/2023 9:53 AM
72	New hire bonus	11/28/2023 9:40 AM
73	Hybrid Work Environment, Merit level Bonus	11/28/2023 9:39 AM
74	Affordable family health insurance	11/28/2023 9:38 AM
75	Definitely more affordable healthcare for families. In order to create long term employees the city has to make it more affordable for people with families to work here. Currently insurance is free to just employees and that is a great benefit to those without a spouse or children but we lose a good margin of middle aged working people because they cant afford to have their family insured.	11/28/2023 9:36 AM
76	Cost of Family Health Care coverage by employer and increased tuition reimbursement.	11/28/2023 9:02 AM
77	NEW HIRING BONUS	11/28/2023 9:01 AM
78	Flex schedule, and holidays. I do not see any reason working here has any more benefits than working somewhere else with better pay.	11/28/2023 8:46 AM
79	Better insurance for families, more holiday time, childcare assistance	11/28/2023 8:40 AM
80	Better compensation for non-degreed positions AND affordable health, vision, and dental insurance for employees with families. COLA is not an incentive if the city continues to balance benefit increases by passing to employees masking as a raise.	11/28/2023 8:39 AM
81	Dependent benefits at a reasonable cost to employee, flexible work schedules to include work from home where possible, and tuition reimbursement more appropriate for today's cost of tuition.	11/28/2023 8:34 AM
82	Better Family and Spouse insurance. More of a flexible work schedule for new mothers or parents.	11/28/2023 8:31 AM
83	Flexible/Remote Work for Sure, Better Health Insurance Rates for Dependents, Vacation Buy-	11/28/2023 8:31 AM

## City of Wildwood Benefits Survey

Back, Additional Days off when meeting health goals (i.e. walking so many hours per week, doing a physical annually, quit smoking, etc.)- Lady Lake does that.

84	Better healthcare for spouse and children	11/28/2023 8:23 AM
85	EMPLOYEES WORKING NIGHT SHIFT SHOULD BE PAID 5% TO 8 %MORE WHEN WORKING OVER NIGHTS.	11/28/2023 8:22 AM
86	Hybrid, work from home, schedule. Allow employees to buy back unused sick or vacation time, especially around the holidays.	11/28/2023 8:21 AM
87	Higher wages, opportunities for advancement, and flexible schedules. Most employees can't afford to live here, so there needs to be significantly better-than-average compensation to give them a reason to commute from elsewhere, and/or the ability to work remotely to save on time, travel, and childcare costs.	11/28/2023 8:20 AM
88	RETIRMENT MEDICAL BENEFITS	11/28/2023 8:18 AM
89	more pay	11/28/2023 8:18 AM
90	Allow for accumulated hours for vacation time to roll into the next year.	11/28/2023 8:14 AM
91	I think the current benefits will attract new employees.	11/28/2023 8:12 AM
92	Better medical insurance for families	11/28/2023 8:12 AM
93	Improved compensation and vacation leave, Flexible Work Schedule	11/28/2023 8:11 AM
94	Better Medical Insurance for spouse and children.	11/28/2023 8:10 AM
95	Make the family health coverage cheaper. \$0 insurance for single employees is great, but in my department, I likely have the smallest take home check and I'm assuming the 3rd or 4th highest paid employee in terms of gross salary. I'm not asking to be a millionaire, but there has to be a better way.	11/28/2023 8:10 AM
96	Decrease the cost of medical insurance for the dependent/spouse/family to the employee.	11/28/2023 8:07 AM
97	AFFORDABLE FAMILY INSURANCE & HIGHER WAGES	11/28/2023 8:07 AM
98	Lower cost for Family plan for medical insurance. Current rate per pay period is expensive.	11/28/2023 8:06 AM
99	Family medical insurance	11/28/2023 8:05 AM
100	Work from home/remote work availability, better family/spouse insurance	11/28/2023 8:04 AM
101	Work from home days and Christmas bonuses.	11/28/2023 8:04 AM
102	The Villages Charter School qualification, discounted rates if person lives in city for utilities, cheaper insurance for family plans	11/28/2023 8:02 AM
103	Affordable family health insurance	11/28/2023 7:59 AM
104	Keep the same	11/28/2023 7:58 AM
105	Higher starting pay to compete with other agencies.	11/28/2023 7:54 AM
106	Better/cheaper family insurance	11/27/2023 3:22 PM

City of Wildwood Benefits Survey

Q14 If you could choose one element in the City's current benefits package to change or improve, what would that be?

Answered: 103 Skipped: 13

#	RESPONSES	DATE
1	A formalized comp time system would be helpful to employees that frequently work odd hours or nights and weekends. Flexible hours can be helpful as well.	12/12/2023 11:19 AM
2	10-hour workdays	12/12/2023 8:50 AM
3	Dependent coverage.	12/11/2023 3:09 PM
4	vacation accrual	12/11/2023 7:16 AM
5	More paid vacation time. Bonuses (current employees).	12/7/2023 8:20 AM
6	Increase holidays	12/7/2023 7:29 AM
7	vacation/sick time doesn't accrue appropriately for the time put into the city.	12/6/2023 5:17 PM
8	none	12/6/2023 2:22 PM
9	Nothing	12/6/2023 1:00 PM
10	Dental plan	12/6/2023 11:10 AM
11	NA	12/6/2023 9:11 AM
12	cost of family medical	12/6/2023 9:07 AM
13	Affordable Medical Insurance for spouse.	12/5/2023 4:50 PM
14	Medical benefit costs	12/5/2023 9:06 AM
15	No vacation cap. As a supervisor, it's difficult to get coverage sometimes and we often give our time back. And changing the accrual amounts for sick and vacation time. Give a little more every year or two instead of every 6-10.	12/5/2023 9:00 AM
16	I haven't had the opportunity to use the current benefits.	12/5/2023 8:59 AM
17	Not certain. Have not been full-time long enough to answer.	12/5/2023 8:47 AM
18	Health Insurance Rates	12/5/2023 8:31 AM
19	Increase the cap on vacation hours	12/5/2023 8:22 AM
20	N/A	12/5/2023 8:11 AM
21	Medical Insurance for spouse and family	12/5/2023 8:03 AM
22	Family medical insurance needs to be more affordable.	12/5/2023 7:52 AM
23	Better health insurance coverage	12/5/2023 7:44 AM
24	Cheaper family insurance	12/4/2023 7:37 AM
25	pay 500 hrs sick time	12/1/2023 3:17 PM
26	Family medical package	12/1/2023 1:46 PM
27	For individuals that might need to carry any level of family benefits, it's just too expensive.	12/1/2023 12:01 PM
28	The cost of plus one and family plans	12/1/2023 10:20 AM
29	Vacation time	12/1/2023 7:11 AM
30	Family/spouse health insurance	11/30/2023 11:10 AM

## City of Wildwood Benefits Survey

31	Possible buy back of unused vacation time.	11/30/2023 9:14 AM
32	Literally everything	11/30/2023 7:28 AM
33	Consider previous experience for pay and leave time.	11/29/2023 7:24 PM
34	accumulate more vacation time	11/29/2023 5:11 PM
35	I am too new to have an opinion on this.	11/29/2023 5:10 PM
36	Option to have a daily company vehicle to drive home and work.	11/29/2023 3:21 PM
37	more vacation time	11/29/2023 2:14 PM
38	General PTO not separate sick and vacation and 3 weeks vacation per year starting out	11/29/2023 12:12 PM
39	family insurance	11/29/2023 11:08 AM
40	Same employee handbook for the whole city. If you have different rule in the departments people feel that they are being pick on by their department. If one group is told they can't take a sick day without a doctor note and another group can take two days before having a doctor note, this makes people feel the city is not treating their people the same.	11/29/2023 11:05 AM
41	Maybe the increments of vacation / sick time accrued per payday and the amounts that can be held before dropping off.	11/29/2023 10:53 AM
42	Take Home City Vehicle for On-Call/Emergency Positions	11/29/2023 10:10 AM
43	i would not change anything at this time	11/29/2023 8:56 AM
44	Family medical needs to be part of the package to hire people with families.	11/29/2023 8:39 AM
45	Medical Insurance for Spouse and Family	11/29/2023 8:30 AM
46	More affordable healthcare for familiys.	11/29/2023 7:57 AM
47	Heath insurance	11/29/2023 7:55 AM
48	Health insurance for the employees family	11/29/2023 7:45 AM
49	Family medical	11/29/2023 7:42 AM
50	spousal and family health insurance is a way to expensive.	11/29/2023 7:35 AM
51	Lower insurance deductibles	11/29/2023 7:28 AM
52	Family medical benefits lower rate	11/29/2023 6:56 AM
53	Health insurance	11/29/2023 6:06 AM
54	insurance for the family, make it more affordable not able to afford it with the pay given.	11/28/2023 6:52 PM
55	cheaper insurance for spouse and family	11/28/2023 3:02 PM
56	Co-pays being so high, hospital trips being so much also	11/28/2023 2:45 PM
57	More holidays to spend with family like the City of Leesburg.	11/28/2023 2:36 PM
58	comp time accruals	11/28/2023 2:11 PM
59	Health insurance	11/28/2023 12:34 PM
60	Starting wage and advancement wages.	11/28/2023 11:56 AM
61	Vacation time	11/28/2023 11:02 AM
62	family healthcare plan	11/28/2023 10:45 AM
63	Family insurance rates	11/28/2023 10:44 AM
64	The spouse/family health insurance	11/28/2023 10:35 AM
65	better vision and dental	11/28/2023 10:32 AM
66	Better pension plan	11/28/2023 9:57 AM

## City of Wildwood Benefits Survey

67	Tuition Reimbursement	11/28/2023 9:54 AM
68	Allow Sick Leave to be used when taking Significant Other or Pet to medical appointments	11/28/2023 9:53 AM
69	Vision coverage increase because lenses and frames are very expensive	11/28/2023 9:40 AM
70	At present, everything is good.	11/28/2023 9:39 AM
71	Health Insurance: buyout for employees that are covered by spouse's insurance and affordable family coverage.	11/28/2023 9:38 AM
72	Health insurance. See my response to 13.	11/28/2023 9:36 AM
73	Family Health Care cost coverage by employer	11/28/2023 9:02 AM
74	GYM FITNESS	11/28/2023 9:01 AM
75	Schedule and holiday! A 1/2 day for Christmas and New Year's Eve is not normal usually it is a full day. When people read that the employees were not worth a \$300.00 (or \$0.14 an hour) bonus that was in the budget will discourage anyone from working here. That move shows how much our leaders appreciate the employees. The move to get salaries in line with other municipalities was a good move but to use that as an excuse to take away a bonus that was in the budget was very poor judgement. Does that mean since I received a COLA raise, I will not get an annual increase?	11/28/2023 8:46 AM
76	The cost of the family insurance	11/28/2023 8:40 AM
77	Reward employees that do not regularly miss work. In other words, offer a pool of time vs. only a certain allotment for sick and vacation.	11/28/2023 8:39 AM
78	Dependent benefits coverage	11/28/2023 8:34 AM
79	The employee, and the family and spouse insurance.	11/28/2023 8:31 AM
80	The Cost of Health Insurance for Spouses and Children. It takes over 1/3 of the paycheck to cover a family in the City of Wildwood. If at least the coverage for children only could be improved, that would be a big plus.	11/28/2023 8:31 AM
81	Increased dental coverage benefits	11/28/2023 8:29 AM
82	Flexible work hours 4/10's	11/28/2023 8:23 AM
83	MAKE FAMILY MEDICAL AFFORDABLE	11/28/2023 8:22 AM
84	More affordable family health plan.	11/28/2023 8:21 AM
85	Higher wages with more opportunities to advance and increase earnings.	11/28/2023 8:20 AM
86	DENTAL INSURANCE	11/28/2023 8:18 AM
87	n/a	11/28/2023 8:18 AM
88	Provide Administrative Comp Time to salaried employees (40 hours for the FY, must be used within FY)	11/28/2023 8:14 AM
89	NA	11/28/2023 8:12 AM
90	Better medical insurance	11/28/2023 8:12 AM
91	Higher compensation, more vacation leave and flexible work schedule	11/28/2023 8:11 AM
92	Family coverage on Medical Insurance.	11/28/2023 8:10 AM
93	Continuing on regarding the cost of spouse/child health insurance - municipalities with a smaller employee base than us are able to offer family medical coverage at significantly lower cost (Tavares, Lady Lake). I'm not sure if our broker is fleecing the city or what, but it's excessive. Even my 3% raise as part of the employee salary survey really only ended up being maybe 1-1.5% because the family cost went up but the single employee was still maintained at \$0 (or \$20 depending on the plan). I am truly grateful for my job and the people I work with, and plan on finishing out my public service career with the City of Wildwood, but I'd like to see some of the benefits of that paycheck in terms of household debt reduction, etc. I'm also not asking for free family coverage - but even a 50% reduction would have a significant	11/28/2023 8:10 AM

## City of Wildwood Benefits Survey

impact on our household budget. The city absorbing the cost of the family premium increases like it does the single employee coverage would even be a step (albeit small) in the right direction.

94	Dependent/spouse/family medical insurance	11/28/2023 8:07 AM
95	FAMILY MEDICAL	11/28/2023 8:07 AM
96	Medical, Dental and Vision insurance for Family!!!! The cost is extremely high!!!	11/28/2023 8:06 AM
97	Family medical insurance	11/28/2023 8:05 AM
98	Family/spouse insurance, I do not want to spend a week each moth working for "free" just to cover my insurance cost	11/28/2023 8:04 AM
99	Holidays	11/28/2023 8:04 AM
100	Cost of family plan on insurance	11/28/2023 8:02 AM
101	Buy back sick time at Christmas	11/28/2023 7:59 AM
102	Take home vehicles	11/28/2023 7:58 AM
103	Family Insurance	11/27/2023 3:22 PM

City of Wildwood Benefits Survey

Q15 What benefit that is not offered would you choose?

Answered: 92 Skipped: 24

#	RESPONSES	DATE
1	Employee clinics and free access to mental health care are excellent and mean people are able to engage in preventative health care.	12/12/2023 11:19 AM
2	All federal government holidays.	12/12/2023 8:50 AM
3	N/a	12/11/2023 3:09 PM
4	more holidays	12/11/2023 7:16 AM
5	Comp time.	12/7/2023 8:20 AM
6	Remote work	12/7/2023 7:29 AM
7	urgent care within city limits that can be used while on duty that has a contract with the city for easier and quicker appointments while on and off duty situations.	12/6/2023 5:17 PM
8	medical insurance	12/6/2023 2:35 PM
9	none	12/6/2023 2:22 PM
10	Holidays: Before and after. Because most people go out of town for the holidays and if they fall on a weekday, it's a lot to try and return home the same day. Example: (Christmas Day).	12/6/2023 1:00 PM
11	NA	12/6/2023 9:11 AM
12	NA	12/6/2023 9:07 AM
13	Gym membership assistance	12/5/2023 9:06 AM
14	Well-being allowance.	12/5/2023 8:59 AM
15	Not certain	12/5/2023 8:47 AM
16	Not Certain	12/5/2023 8:31 AM
17	Having comp time bank with a cap on hours that the employee can utilize throughout the year with an option for a payout at the end of year	12/5/2023 8:22 AM
18	N/A	12/5/2023 8:11 AM
19	n/a	12/5/2023 8:03 AM
20	Longevity pay	12/5/2023 7:59 AM
21	I would combine sick and vacation into a single PTO.	12/4/2023 7:37 AM
22	N/A	12/1/2023 12:01 PM
23	Employee growth plan	12/1/2023 10:20 AM
24	4 (10's) work shift	11/30/2023 11:10 AM
25	The two listed above	11/30/2023 9:14 AM
26	N/A	11/30/2023 7:28 AM
27	Comp time	11/29/2023 7:24 PM
28	N/A	11/29/2023 5:11 PM
29	I am too new to have an opinion on this.	11/29/2023 5:10 PM
30	Option to have a daily city vehicle to drive home and work.	11/29/2023 3:21 PM

## City of Wildwood Benefits Survey

31	fitness center reimbursement	11/29/2023 2:14 PM
32	N/a	11/29/2023 12:12 PM
33	Better sick time. Eight hours per month with and increase in three years not five years.	11/29/2023 11:05 AM
34	I am really satisfied with what I have been given.	11/29/2023 10:53 AM
35	Take Home City Vehicle for On-Call/Emergency Positions , Higher pay rate that is comparable to others in my position	11/29/2023 10:10 AM
36	buy back on sick time after 10 years	11/29/2023 8:56 AM
37	Better medical for employees without the high cost.	11/29/2023 8:39 AM
38	N/A	11/29/2023 7:57 AM
39	Holidays	11/29/2023 7:55 AM
40	Teledoc like it used to be.	11/29/2023 7:45 AM
41	After your progressive training, it should be a raise in place	11/29/2023 7:42 AM
42	cheaper options for spousal and family health benefits.	11/29/2023 7:35 AM
43	None	11/29/2023 7:28 AM
44	comp time	11/29/2023 6:56 AM
45	N/A	11/29/2023 6:06 AM
46	medical benefits should cover the employee and their immediate family.	11/28/2023 6:52 PM
47	gym membership	11/28/2023 3:02 PM
48	Gym membership. Most workers don't live in the city and don't use the gym at the PD. It's just too much gas to drive there and I pay close to \$50 a month just for my gym membership. Also cell phones. I'm required to use my cellphone for work related things and yet paying over \$100 for my service and cell phone a month.	11/28/2023 2:45 PM
49	Flex Time	11/28/2023 2:36 PM
50	vacation buy back	11/28/2023 2:11 PM
51	Pet insurance, and vacation buy back or if not used roll over and/or pay it out if not used	11/28/2023 12:34 PM
52	NA	11/28/2023 11:56 AM
53	Comp time	11/28/2023 11:02 AM
54	sell back sick leave.	11/28/2023 10:45 AM
55	10 hour/4 day work week	11/28/2023 10:44 AM
56	Flexible work schedule: option to work from home.	11/28/2023 10:35 AM
57	n/a	11/28/2023 10:32 AM
58	Na	11/28/2023 9:57 AM
59	Gym/Workout membership or assistance program	11/28/2023 9:54 AM
60	N/A	11/28/2023 9:40 AM
61	Employee Merit level Bonus	11/28/2023 9:39 AM
62	State or Federal holiday schedule	11/28/2023 9:38 AM
63	The same holiday schedule that state or federal employees observe.	11/28/2023 9:36 AM
64	Sick leave conversion to vacation. Allow employees that accrue maximum sick leave( 480hrs) to convert a percentage to vacation annually ( 40 hours?)	11/28/2023 9:02 AM
65	FITNESS GYM MEMBERSHIP	11/28/2023 9:01 AM

## City of Wildwood Benefits Survey

66	Flex schedule	11/28/2023 8:46 AM
67	Not sure	11/28/2023 8:40 AM
68	Work remotely or four 10-hour work week!	11/28/2023 8:39 AM
69	Opportunities to work from home that are supported in full by administration	11/28/2023 8:34 AM
70	Flexible work schedule, with remote work at home schdule	11/28/2023 8:31 AM
71	Flexible Work Schedule/Remote (4-day, 10-hr week, work from home a week a month, etc.)	11/28/2023 8:31 AM
72	n/a	11/28/2023 8:23 AM
73	CASH IN VACATION HOURS FOR A PAY OUT ONCE A YEAR 40HRS MINIMUM	11/28/2023 8:22 AM
74	Sick or vacation time buy back.	11/28/2023 8:21 AM
75	Hybrid remote work. It is important for employees to be in the office sometimes. In other cases, giving the option to do work that can be done elsewhere, while remaining fully accountable and available to customers, supervisors, and coworkers, provides employees the benefits of flexibility and time/travel savings that help balance the low wages.	11/28/2023 8:20 AM
76	RETIRMENT MEDICAL BENEFITS	11/28/2023 8:18 AM
77	n/a	11/28/2023 8:18 AM
78	Flexible work schedule	11/28/2023 8:14 AM
79	NA	11/28/2023 8:12 AM
80	Maybe buy out sick leave and not lose it.	11/28/2023 8:12 AM
81	N/A	11/28/2023 8:11 AM
82	N/A	11/28/2023 8:10 AM
83	Vacation leave buyback would be pretty cool, and allow for people who really don't want to use vacation to still reap the financial benefit of having vacation time. Go a step further - follow the state model - cap the vacation time, but roll it over into sick leave if you go over the cap at the end of the year (or don't sell it back).. and don't cap sick time. You still pay out for the fraction at retirement if they meet tenure requirements, but the rest of it folks who were retiring would donate into a sick leave pool which helped out folks who were having babies or dealing with extensive medical situations.	11/28/2023 8:10 AM
84	N/A.	11/28/2023 8:07 AM
85	TO HAVE THE ABILITY TO TAKE A HALF DAY OFF WITHOUT A TWO WEEK NOTICE	11/28/2023 8:07 AM
86	Comp. time. City needs to develop a compensation policy where an employee can choose to receive overtime pay or comp. time. Comp time should be accrued and carried over year to year. Comp time bank should set at certain hours and refillable. Example 80 hours max, refillable when below 80 hours.	11/28/2023 8:06 AM
87	Family medical insurance	11/28/2023 8:05 AM
88	Gym/Fitness Center Membership or Assistance	11/28/2023 8:04 AM
89	The Villages Charter School qualification, discounted rates if person lives in city for utilities, cheaper insurance for family plans	11/28/2023 8:02 AM
90	See above	11/28/2023 7:59 AM
91	Take home vehicle	11/28/2023 7:58 AM
92	Gym Membership	11/27/2023 3:22 PM

City of Wildwood Benefits Survey

Q16 Do you like your current medical insurance plan? Why or why not?

Answered: 107 Skipped: 9

#	RESPONSES	DATE
1	So far, it seems to be generally easy to find doctors who take it, and costs seem reasonable. Setting up and choosing a plan is extremely confusing and difficult on your own - a clearer walkthrough would be helpful. Plan details cannot be obtained through the website, it only provides a pdf that says 'plan details loading'.	12/12/2023 11:19 AM
2	Yes, ability to choose any doctor.	12/12/2023 8:50 AM
3	Great coverage, accepted most places.	12/11/2023 4:40 PM
4	I've had the same plan - no complaints.	12/11/2023 3:09 PM
5	yes	12/11/2023 2:53 PM
6	It works for me.	12/11/2023 7:16 AM
7	The current medical insurance program currently is sufficient.	12/7/2023 8:20 AM
8	It is fine.	12/7/2023 7:29 AM
9	yes - copays are still high - especially in emergent situations	12/6/2023 5:17 PM
10	I like it because i dont have to pay out of my pocket	12/6/2023 2:35 PM
11	yes	12/6/2023 2:22 PM
12	Haven't started it yet. But I do like the plans.	12/6/2023 1:00 PM
13	For myself only i have no complaints but can understand the expense of family coverage	12/6/2023 11:10 AM
14	YES	12/6/2023 9:11 AM
15	YES	12/6/2023 9:07 AM
16	Yes	12/5/2023 4:50 PM
17	no too expensive for family	12/5/2023 10:16 AM
18	The cost associated with the insurance benefits such as co-payment amount and costs of tests.	12/5/2023 9:06 AM
19	I do because I don't have to pay for it. But I don't because even after having procedures and images done it's difficult to meet your deductible. Copays for things like that are expensive.	12/5/2023 9:00 AM
20	I haven't had the opportunity to use it.	12/5/2023 8:59 AM
21	Not certain.	12/5/2023 8:47 AM
22	I am not able to determine at this time since I have not used my medical benefit as much as I should. I guess that is a good thing. :-)	12/5/2023 8:31 AM
23	Current insurance is sufficient for my needs	12/5/2023 8:22 AM
24	I really like the current medical insurance plan as it really fits what I need. The only bad thing I could say about it is that it does not cover my birth-control, however I am sure I can change it to fit the plan.	12/5/2023 8:11 AM
25	satisfied	12/5/2023 8:03 AM
26	Yes	12/5/2023 7:59 AM
27	Yes, but I wish the co-pays were lower.	12/5/2023 7:52 AM
28	No. Local medical professionals dislike blue cross. Even paying more for the PPO they will not	12/5/2023 7:44 AM

## City of Wildwood Benefits Survey

	allow an appointment with a specialist without a referral and prior approval	
29	It works for yearly checkups but if a DR wants more visits than the deductibles can be high.	12/4/2023 7:37 AM
30	yes	12/1/2023 3:17 PM
31	Yes, I like my current medical plan. For me as an individual, its cost effective and coverages are more than adequate.	12/1/2023 12:01 PM
32	The plans for single employees are fine	12/1/2023 10:20 AM
33	Unsure	12/1/2023 7:11 AM
34	Its ok, co-pays are a bit high	11/30/2023 11:10 AM
35	It is a good plan, not a great plan. It is better then most.	11/30/2023 9:14 AM
36	No, high co-pays	11/30/2023 7:28 AM
37	Good	11/29/2023 7:24 PM
38	Deductibles are to high to meet for out of pocket	11/29/2023 5:11 PM
39	I am too new to have an opinion on this.	11/29/2023 5:10 PM
40	Yes. It's paid by the city . I can't afford insurance please don't change it or I'm screwed!!!! Thank u!!!	11/29/2023 3:21 PM
41	yes	11/29/2023 2:14 PM
42	Not thru the city. My benefits are better thru a previous employer	11/29/2023 12:12 PM
43	no expensive for what it is	11/29/2023 11:08 AM
44	no	11/29/2023 11:05 AM
45	To be frank there probably isn't much more you could offer without either driving up the costs for the employee or bankrupting the city!	11/29/2023 10:53 AM
46	Yes I just wish it covered more medical testing	11/29/2023 10:10 AM
47	I like my plan, it fits my needs as a someone who does not have family on my insurance.	11/29/2023 9:41 AM
48	yes cause i just pay co-pay and have not had to pay out of pocket	11/29/2023 8:56 AM
49	No	11/29/2023 8:39 AM
50	it is ok	11/29/2023 8:30 AM
51	I have had no issues with my current medical insurance plan.	11/29/2023 7:57 AM
52	Somewhat	11/29/2023 7:55 AM
53	Yes, but teledoc is no longer covered and we have to pay out of our pocket for a visit.	11/29/2023 7:45 AM
54	Better family plan	11/29/2023 7:42 AM
55	I Neither love it nor hate it. it's just ok.	11/29/2023 7:35 AM
56	No the deductible is way to high	11/29/2023 7:28 AM
57	I like it for employee, but I cannot afford it for my kids. My kids are without insurance now because its so expensive.	11/29/2023 6:56 AM
58	No because it doesn't cover your depends so u can afford it.	11/29/2023 6:06 AM
59	no, coverage cost is to high.	11/28/2023 6:52 PM
60	yes	11/28/2023 3:02 PM
61	Yes but I don't like the co-pays	11/28/2023 2:45 PM
62	sure	11/28/2023 2:11 PM
63	No copays and to much to add family	11/28/2023 12:34 PM

## City of Wildwood Benefits Survey

64	NA	11/28/2023 11:56 AM
65	Yes - covers everything I need	11/28/2023 11:02 AM
66	yes, I have no issues with my medical plan	11/28/2023 10:45 AM
67	yes, it is a good plan and the best part is that it is at no cost to the employee	11/28/2023 10:44 AM
68	Indifferent. The plan is good if you're single, but not for families.	11/28/2023 10:35 AM
69	yes	11/28/2023 10:32 AM
70	Dr visit / med co pay	11/28/2023 9:57 AM
71	Yes	11/28/2023 9:54 AM
72	I do not like that MEDICALLY NECESSARY testing is not covered but the PREVENTATIVE testing is... (colonoscopy)	11/28/2023 9:53 AM
73	Yes	11/28/2023 9:40 AM
74	I like it, as it is good and available at reasonable price.	11/28/2023 9:39 AM
75	yes and no. I like the HMO with HSA, but I would rather be given a buyout, because I am already covered by my spouse's PPO.	11/28/2023 9:38 AM
76	No. I cannot afford to put my family on our current plans. It would cost me almost 1500 per month to insure my spouse and kids. I can get the same coverage for them (and do yearly) for less than half through the insurance marketplace.	11/28/2023 9:36 AM
77	NO- total deductible( max out of pocket) is too high for employees	11/28/2023 9:02 AM
78	HIGH DEPENDENT FOR CHILD	11/28/2023 9:01 AM
79	They are with in normal rage.	11/28/2023 8:46 AM
80	The coverage could be better on medical procedures. But in general, I do not have any issues with the company.	11/28/2023 8:40 AM
81	Yes. I do not have to support a family.	11/28/2023 8:39 AM
82	Yes	11/28/2023 8:34 AM
83	I am satisfied with the insurance for right now. When I start having a family the coming year, I would need to consider better insurance.	11/28/2023 8:31 AM
84	I like the Medical Insurance Plan offered to employees only. It's 100 percent sponsored by the City.	11/28/2023 8:31 AM
85	Would be even better if less out of pocket on medical bill.	11/28/2023 8:29 AM
86	I have yet to use it so I am unsure.	11/28/2023 8:23 AM
87	HAVE NO ISSUES WITH IT.	11/28/2023 8:22 AM
88	I, for the most part, like my current medical insurance plan. I like that the City offers a plan that they fund 100%.	11/28/2023 8:21 AM
89	Cost to employee: excellent. Coverage and provider options: fair.	11/28/2023 8:20 AM
90	YES IT SEEMS TO COVER MOST EVERYTHING WITH MINOR COST TO EMPLOYEEE	11/28/2023 8:18 AM
91	yes	11/28/2023 8:18 AM
92	not covered by City plans	11/28/2023 8:14 AM
93	Yes, it covers most everything and the copay is not expensive.	11/28/2023 8:12 AM
94	No. Does not cover enough issues.	11/28/2023 8:12 AM
95	No. High deductible / out of pocket	11/28/2023 8:11 AM
96	No, too expensive to add family.	11/28/2023 8:10 AM
97	The insurance plan itself as far as coverage I have no complaints.	11/28/2023 8:10 AM

## City of Wildwood Benefits Survey

98	Yes. The medical insurance plan meets my needs.	11/28/2023 8:07 AM
99	NO, OMG MY SAVINGS HAVE DWINDLED TO NOTHING PAYING WHAT I PAY FOR FAMILY MEDICAL BLUE CROSS AND BLUE SHIELD IS TERRIBLE COMPARED TO UNITED HEALTH	11/28/2023 8:07 AM
100	No. Expensive cots per pay period for Family plan and doesn't cover all of the medical costs associated with doctor / hospital visits. Many Doctors office / practices are not covered under our current plan, most are out of pocket costs and out of network.	11/28/2023 8:06 AM
101	Copays for doctor and hospitals are too high, prescriptions drug copays are too high.	11/28/2023 8:05 AM
102	My personal insurance plan is fine because I am unmarried and have no children, I will likely be shopping for other insurance coverage once that is changed	11/28/2023 8:04 AM
103	I haven't had any problems with it yet.	11/28/2023 8:04 AM
104	Like: Cost to employee Dislike: Heavy cost of family plan	11/28/2023 8:02 AM
105	Yes. The coverage is good.	11/28/2023 7:59 AM
106	Haven't used	11/28/2023 7:58 AM
107	Yes, single plan is convenient	11/27/2023 3:22 PM

## Q17 Would you enroll your spouse or children on the City's medical plan? Why or why not?

Answered: 111 Skipped: 5

#	RESPONSES	DATE
1	N/A	12/12/2023 11:19 AM
2	N/A	12/12/2023 8:50 AM
3	No, it is too expensive.	12/11/2023 4:40 PM
4	No - it is outrageously expensive. It is cheaper to shop private.	12/11/2023 3:09 PM
5	no to expensive	12/11/2023 2:53 PM
6	NO..... It cost too much! My wife got the same insurance company, and it's cheaper than what I would pay here.	12/11/2023 7:16 AM
7	Cost is a deterrent.	12/8/2023 3:46 PM
8	I would not, it is too expensive. With the current salary it is difficult to afford a medical plan for families.	12/7/2023 8:20 AM
9	No, my spouse has coverage from their employer.	12/7/2023 7:29 AM
10	NOOOOOO cant afford it	12/6/2023 5:17 PM
11	i would, it would be cheaper than other insure plan somewhere else	12/6/2023 2:35 PM
12	no to high	12/6/2023 2:22 PM
13	N/A	12/6/2023 1:00 PM
14	At this moment no just due to cost	12/6/2023 11:10 AM
15	no, to costly	12/6/2023 9:11 AM
16	No, To costly	12/6/2023 9:07 AM
17	No. Too costly	12/5/2023 4:50 PM
18	no too expensive for family	12/5/2023 10:16 AM
19	If I had either a spouse or children, I would not be able to afford the plan.	12/5/2023 9:06 AM
20	Probably not because It's expensive to do.	12/5/2023 9:00 AM
21	Possibly, would depend on the cost of the plan for the spouse/dependents.	12/5/2023 8:59 AM
22	No. Too expensive to add additional people.	12/5/2023 8:47 AM
23	Not sure.	12/5/2023 8:31 AM
24	Have not looked into this so I do not have input	12/5/2023 8:22 AM
25	If I had a spouse or children I would most definitely enroll them in the City's medical plan as it offers a range of elements to fit different needs.	12/5/2023 8:11 AM
26	To expensive	12/5/2023 8:03 AM
27	N/A	12/5/2023 7:59 AM
28	Yes I would if it was more affordable. The rates are too high.	12/5/2023 7:52 AM
29	No, far to pricey.	12/4/2023 7:37 AM
30	no. cost is expensive	12/1/2023 3:17 PM

## City of Wildwood Benefits Survey

31	No, too expensive	12/1/2023 1:46 PM
32	Absolutely not. I would be working just to pay for family benefits.	12/1/2023 12:01 PM
33	I would not. The price is outrageous and cheaper to go to the marketplace.	12/1/2023 10:20 AM
34	N/A	12/1/2023 7:11 AM
35	No, unable to afford it	11/30/2023 11:10 AM
36	Yes if it was more affordable.	11/30/2023 9:14 AM
37	No, I can't afford it	11/30/2023 7:28 AM
38	Don't need it so haven't looked.	11/29/2023 7:24 PM
39	no it would cost a two week pay check to include my family	11/29/2023 5:11 PM
40	No. My children are grown and my wife is covered under my other plan.	11/29/2023 5:10 PM
41	No too expensive	11/29/2023 3:21 PM
42	no - don't got none	11/29/2023 2:14 PM
43	See question 16 for answer	11/29/2023 12:12 PM
44	I would if it was affordable	11/29/2023 11:08 AM
45	The cost is too high for the pay. P.S. Comp time should be time and a half, and you should be able to bank it up to 40 hours.	11/29/2023 11:05 AM
46	No...only because we have a plan outside of what the city offers that is more budget friendly. Again, I am extremely happy with the benefits the city provides me, so please don't think negatively on my response.	11/29/2023 10:53 AM
47	Yes I would like to when I get married	11/29/2023 10:10 AM
48	No, cost too much.	11/29/2023 9:49 AM
49	No, the cost is ridiculous. I would basically be working for just insurance.	11/29/2023 9:41 AM
50	no my son and spouse have there own insurance so it does not help me	11/29/2023 8:56 AM
51	You can't afford to put your family on the insurance.	11/29/2023 8:39 AM
52	I would love to enroll my family in the city's medical plan, however it is not currently cost effective.	11/29/2023 7:57 AM
53	No cost too much	11/29/2023 7:55 AM
54	No, to expensive.	11/29/2023 7:45 AM
55	No family medical plan is to Costly	11/29/2023 7:42 AM
56	absolutely not, way too expensive.	11/29/2023 7:35 AM
57	No because with the current pay it is not affordable to put family on the insurance	11/29/2023 7:28 AM
58	I cant because I cannot afford it and survive. I pray and hope one day i can.	11/29/2023 6:56 AM
59	No because it cost too much.	11/29/2023 6:06 AM
60	no because it's too expensive can't afford.	11/28/2023 6:52 PM
61	yes, if it were more affordable	11/28/2023 3:02 PM
62	No. Way too expensive. I can't afford how much it would be with what we make.	11/28/2023 2:45 PM
63	No-My husband has his own plan through work.	11/28/2023 2:36 PM
64	no, too expensive.	11/28/2023 2:11 PM
65	I would if it was affordable and good with no copay	11/28/2023 12:34 PM
66	Too pricy for spouse and children.	11/28/2023 11:56 AM

## City of Wildwood Benefits Survey

67	Yes I would	11/28/2023 11:02 AM
68	No, too expensive	11/28/2023 10:45 AM
69	Yes, if it was affordable	11/28/2023 10:44 AM
70	No. The price is very high.	11/28/2023 10:35 AM
71	no she has her own insurance	11/28/2023 10:32 AM
72	No because of cost	11/28/2023 9:57 AM
73	Yes	11/28/2023 9:54 AM
74	no, too costly	11/28/2023 9:53 AM
75	No, they have their own at their jobs	11/28/2023 9:40 AM
76	I am not married; I don't have children and family.	11/28/2023 9:39 AM
77	no, too expensive.	11/28/2023 9:38 AM
78	Only if it becomes more affordable.	11/28/2023 9:36 AM
79	No. Too expensive.	11/28/2023 9:26 AM
80	Yes- if the cost was covered by the employer( or high percentage) and the deductibles was lowered.	11/28/2023 9:02 AM
81	IF IT WERE LOWER	11/28/2023 9:01 AM
82	No. spouse has their own insurance.	11/28/2023 8:46 AM
83	Not currently because of the cost. If it was more affordable, I would.	11/28/2023 8:40 AM
84	No. Too expensive. An employee can get self-coverage for a fraction of what it cost to include their family with city benefits.	11/28/2023 8:39 AM
85	I have my children covered on a private insurance plan as it is a third of the cost of city coverage. My spouse is not covered because of the cost.	11/28/2023 8:34 AM
86	For now, absolutely not its not affordable to add my family to the medical plan.	11/28/2023 8:31 AM
87	Only on Teladoc. Just like I mentioned on question 14. I recommend that the City looks into what other municipalities are doing. For instance, Lady Lake is covered under Public Risk Management (PRM) and they are in a Self-Insured Plan. Not certain on what that process would entail, but the benefits to the employees (in the form of reduced medical insurance= bigger take home paycheck) are very attractive.	11/28/2023 8:31 AM
88	Yes I would if it was affordable.	11/28/2023 8:29 AM
89	I purchase a plan from the market place for my spouse because it far cheaper than being provided one thorough the city.	11/28/2023 8:23 AM
90	NOT AT THIS TIME, TO EXPENSIVE	11/28/2023 8:22 AM
91	No, I wouldn't be able to afford to have them on my medical plan.	11/28/2023 8:21 AM
92	N/A	11/28/2023 8:20 AM
93	NO TO MUCH MONEY	11/28/2023 8:18 AM
94	they have there own plan	11/28/2023 8:18 AM
95	Yes, if needed	11/28/2023 8:14 AM
96	NA	11/28/2023 8:12 AM
97	No. Too expensive	11/28/2023 8:12 AM
98	N/A	11/28/2023 8:11 AM
99	No, too expensive to add any family members.	11/28/2023 8:10 AM

## City of Wildwood Benefits Survey

100	I currently do, but I also have two part-time jobs outside of my main job to pay for that insurance so we can meet all of our financial obligations. I love my jobs and it keeps me busy and feeling productive, but there are times it would be nice to be able to breathe during the week and pursue hobbies.	11/28/2023 8:10 AM
101	No. It's too expensive.	11/28/2023 8:07 AM
102	NO, THE COST IS ASTRONOMICAL	11/28/2023 8:07 AM
103	I currently have myself and my children on the City Medical, Dental and Vision plan at a substantial cost per pay period. The cost is extremely high when you compare the costs for the same plan and costs at other surrounding government agencies. Bottom line is that you pay an extremely high cost for insurance that is subpar at best.	11/28/2023 8:06 AM
104	No, it cost too much to add them.	11/28/2023 8:05 AM
105	No, I do not have the spare income to cover that loss in pay, I would likely shop elsewhere for medical insurance for my family	11/28/2023 8:04 AM
106	No don't have any.	11/28/2023 8:04 AM
107	No, high cost	11/28/2023 8:02 AM
108	No as it is not nearly affordable.	11/28/2023 7:59 AM
109	No kids	11/28/2023 7:58 AM
110	No, too expensive.	11/28/2023 7:54 AM
111	No, way too expensive	11/27/2023 3:22 PM

## Health Plans - Family Coverage (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays	%EE pays	if provided	NOTES
					Annual EmployeeCost		Annual EmployerCost (billed)	
Pasco County	610,743	BlueOptions PPO 3900	Employee + Family	\$165.00	\$3,960.00		N/A	self funded
		BlueCare HMO 52	Employee + Family	\$300.00	\$7,200.00		N/A	
		BlueOptions PPO 5781	Employee + Family	\$300.00	\$7,200.00		N/A	
		BlueCare HMO 56	Employee + Family	\$390.00	\$9,360.00		N/A	
		BlueCare HSA HMO 122/123	Employee + Family	\$165.00	\$3,960.00		N/A	
Osceola County	439,225	Health-HRA Base	Employee + Family	\$168.80	\$4,051.20		N/A	
		Health-HRA Buy-Up	Employee + Family	\$229.02	\$5,496.48		N/A	
Marion County only 2 tiers	403,966	BlueCare 3161 HSA	Employee + Family	\$133.23	\$3,463.98	17%	\$19,963.56	* \$25 per month deduction if ee completes Health Wellness Program
		BlueCare HMO 45	Employee + Family	\$140.04	\$3,641.04	17%	\$20,972.40	* \$25 per month deduction if ee completes Health Wellness Program
		PPO BlueOptions 5781	Employee + Family	\$165.48	\$4,320.48	20%	\$22,046.88	* \$25 per month deduction if ee completes Health Wellness Program
		PPO BlueOptions 3359	Employee + Family	\$257.53	\$6,695.78	28%	\$23,758.56	* \$25 per month deduction if ee completes Health Wellness Program
Hernando County	204,265	PPO BlueOptions 03748	Employee + Family	\$587.10	\$14,090.40	40%	\$35,367.60	
		BlueOptions HDHP 5190/5191	Employee + Family	\$0.00	\$0.00	0%	\$21,277.20	* County contributes \$125 per month into employee HSA
Sumter County	155,318	BlueOptions Plan	Employee + Family	\$285.00	\$6,840.00		N/A	752 employees
Gainesville	147,865	PPO BlueOptions	Employee + Family	\$337.51	\$8,100.24	42%	\$19,440.48	* 2200 EMPLOYEES
Clearwater	118,904	CIGNA OAP Plan	Employee + Family	\$371.03	\$8,904.72		N/A	
Kissimmee	82,714	CIGNA	Employee + Family	\$180.00	\$4,320		N/A	
Ocala	66,368	PPO BlueOptions-03359	Employee + Family*	\$275.86	\$6,620.64		N/A	*Plan includes all family members have taken Wellness Incentive
		PPO BlueOptions-03359	Employee + Family**	\$287.62	\$6,902.88		N/A	**Plan includes one Wellness Participant Incentive
		PPO BlueOptions-03359	Employee + Family	\$327.36	\$7,856.64		N/A	No Wellness Incentive Participants
		PPO BlueOptions-05902	Employee + Family*	\$182.88	\$4,389.12		N/A	*Plan includes all family members have taken Wellness Incentive
		PPO BlueOptions-05902	Employee + Family**	\$193.08	\$4,633.92		N/A	**Plan includes one Wellness Participant Incentive
		PPO BlueOptions-05902	Employee + Family	\$222.58	\$5,341.92		N/A	No Wellness Incentive Participants
Sanford	64,508	BlueChoice PPO 706	Employee + Family	\$269.00	\$6,456.00		N/A	
Apopka	58,293	BlueOptions 03559 PPO	Employee + Family	\$321.10	\$7,706.40		N/A	* With Vital Health Incentive
		BlueOptions 03559 PPO	Employee + Family	\$361.10	\$8,666.40		N/A	* Without Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Family*	\$458.98	\$11,015.52		N/A	* With Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Family	\$498.98	\$11,975.52		N/A	* Without Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Family*	\$510.26	\$12,246.24		N/A	* With Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Family	\$550.26	\$13,206.24		N/A	* Without Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Family*	\$160.62	\$3,854.88		N/A	* With Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Family	\$200.62	\$4,814.88		N/A	* Without Vital Health Incentive

## Health Plans - Family Coverage (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays	%EE pays	if provided	NOTES
					Annual EmployeeCost		Annual EmployerCost (billed)	
Winter Garden	50,800	UHC PPO Plus Plan	Employee + Family	\$296.02	\$7,104.48			N/A * \$25 spousal surcharge if spouse has insurance
		UHC HSA Plan	Employee + Family	\$166.79	\$4,002.96			N/A * \$25 spousal surcharge if spouse has insurance
Clermont	47,456	CIGNA OAP Base Plan	Employee + Family	\$315.95	\$7,582.80	32%	\$23,592.48	
		CIGNA HDHP w/HRA	Employee + Family	\$167.19	\$4,012.56	23%	\$17,694.48	
Oviedo	39,552	PPO	Employee + Family	\$474.98	\$11,399.52			
Dunedin	36,083	CIGNA HDHP HSA Plan	Employee + Family	\$255.26	\$6,126.24	24%	\$25,266.72	
		CIGNA OAPIN Base w/HRA	Employee + Family	\$291.35	\$6,992.40	23%	\$30,706.08	
		CIGNA OAPIN Buy-Up Plan w/HRA	Employee + Family	\$548.46	\$13,163.04	34%	\$38,768.64	
Leesburg	30,378	Blue Care 60	Employee + Family	\$157.00	\$3,768.00			N/A
		Blue Options 3559	Employee + Family	\$186.07	\$4,465.68			N/A
Wildwood	30,327	BlueCare HSA 130/131 Plan	Employee + Family	\$655.97	\$15,743.28	67%	\$23,550.00	
		BlueCare 47 Plan	Employee + Family	<b>\$784.37</b>	\$18,824.88	67%	\$28,159.56	
		BlueOptions 3900 Plan	Employee + Family	\$787.99	\$18,911.76	67%	\$28,164.96	
		BlueOptions 05772 Plan	Employee + Family	\$861.05	\$20,665.20	69%	\$29,999.88	
Tavares	21,003	Florida Blue - PPO	Employee + Family	\$403.40	\$9,681.60			N/A
		Florida Blue - HMO	Employee + Family	\$252.67	\$6,064.08			N/A
Lady Lake	16,224	HMO BlueCare-55	Employee + Family	\$430.25	\$10,326.00	49%	\$21,254.28	
		PPO BlueOptions-03748	Employee + Family	\$502.15	\$12,051.16	57%	\$21,254.28	
		PPO BlueOptions-03559	Employee + Family	\$374.46	\$8,987.04	49%	\$18,493.68	
Oldsmar	14,928	CIGNA OAP Plan	Employee + Family	\$292.32	\$7,600.32	31%	\$24,260.88	
Brooksville	9,566	CIGNA OAP Plan	Employee + Family	\$915.27	\$10,983.24	28%	\$39,578.64	
Fruitland Park	8,615	BlueCare HSA Plan 122/123	Employee + Family	\$327.37	\$7,856.88			N/A
		BlueCare HMO Plan 47	Employee + Family	\$452.86	\$10,868.64			N/A
		BlueOptions Plan 5467	Employee + Family	\$917.25	\$22,014.00			N/A
Bushnell	3,513	BlueOptions Plan 5020/5021	Employee + Family	\$347.10	\$8,330.40			N/A
			<b>average</b>	<b>\$353.66</b>				
			<b>median</b>	<b>\$300.00</b>				
			<b>Wildwood v Average</b>	<b>46%</b>				

## Health Plans - Spouse Coverages (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays Annual EmployeeCost	%EE pays	if provided Annual EmployerCost (billed) NOTES
Pasco County	610,743	BlueOptions PPO 3900	Employee + Spouse	\$90.00	\$2,160.00		N/A self funded
		BlueCare HMO 52	Employee + Spouse	\$205.00	\$4,920.00		N/A
		BlueOptions PPO 5781	Employee + Spouse	\$205.00	\$4,920.00		N/A
		BlueCare HMO 56	Employee + Spouse	\$265.00	\$6,360.00		N/A
		BlueCare HSA HMO 122/123	Employee + Spouse	\$90.00	\$2,160.00		N/A
Osceola County	439,225	Health-HRA Base	Employee + Spouse	\$108.52	\$2,604.48		N/A
		Health-HRA Buy-Up	Employee + Spouse	\$147.22	\$3,533.28		N/A
Marion County only 2 tiers	403,966						
Hernando County	204,265	PPO BlueOptions 03748	Employee + Spouse	\$535.75	\$12,058.00	44%	\$27,289.20
		BlueOptions HDHP 5190/5191	Employee + Spouse	\$0.00	\$0.00	0%	\$14,431.20 * County contributes \$125 per month into employee HSA
Sumter County	155,318	BlueOptions Plan	Employee + Spouse	\$225.50	\$5,412.00		N/A 752 employees
Gainesville	147,865	PPO BlueOptions	Employee + Spouse	\$268.60	\$6,446.40	43%	\$15,124.56 * 2200 EMPLOYEES
Clearwater	118,904	CIGNA OAP Plan	Employee + One	\$176.66	\$4,239.84		N/A
Kissimmee 2 tiers	82,714	CIGNA					
Ocala 2 tiers	66,368						
Sanford	64,508	BlueChoice PPO 706	Employee + Spouse	\$150.00	\$3,600.00		N/A
Apopka	58,293	BlueOptions 03559 PPO	Employee + Spouse	\$217.38	\$5,217.12		N/A * With Vital Health Incentive
		BlueOptions 03559 PPO	Employee + Spouse	\$257.38	\$6,177.12		N/A * Without Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Spouse*	\$310.60	\$7,454.40		N/A * With Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Spouse	\$350.60	\$8,414.40		N/A * Without Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Spouse*	\$345.40	\$8,289.60		N/A * With Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Spouse	\$385.40	\$9,249.60		N/A * Without Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Spouse*	\$95.62	\$2,294.88		N/A * With Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Spouse	\$135.62	\$3,254.88		N/A * Without Vital Health Incentive
Winter Garden	50,800	UHC PPO Plus Plan	Employee + Spouse	\$189.63	\$4,551.12		N/A * \$25 spousal surcharge if spouse has insurance
		UHC HSA Plan	Employee + Spouse	\$110.72	\$2,657.28		N/A * \$25 spousal surcharge if spouse has insurance

## Health Plans - Spouse Coverages (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays	%EE pays	if provided	NOTES
					Annual EmployeeCost		Annual EmployerCost (billed)	
Clermont	47,456	CIGNA OAP Base Plan	Employee + Spouse	\$233.35	\$5,600.40	26%	\$21,274.32	
		CIGNA HDHP w/HRA	Employee + Spouse	\$125.91	\$3,021.84	19%	\$15,965.16	
Oviedo	39,552	PPO	Employee + Spouse	\$281.75	\$6,762.00			
Dunedin	36,083	CIGNA HDHP HSA Plan	Employee + One	\$117.73	\$2,825.52	17%	\$16,660.08	
		CIGNA OAPIN Base w/HRA	Employee + One	\$141.60	\$3,398.40	17%	\$20,244.00	
		CIGNA OAPIN Buy-Up Plan w/HRA	Employee + One	\$296.28	\$7,110.72	28%	\$25,227.60	
Leesburg	30,378	Blue Care 60	Employee + Spouse	\$116.68	\$2,800.32		N/A	
		Blue Options 3559	Employee + Spouse	\$145.75	\$3,498.00		N/A	
Wildwood	30,327	BlueCare HSA 130/131 Plan	Employee + Spouse	\$381.65	\$9,159.60	54%	\$16,966.32	
		BlueCare 47 Plan	Employee + Spouse	\$456.36	\$10,952.64	54%	\$20,287.32	
		BlueOptions 3900 Plan	Employee + Spouse	\$459.83	\$11,035.92	54%	\$20,289.12	
		BlueOptions 05772 Plan	Employee + Spouse	\$511.00	\$12,264.00	57%	\$21,598.68	
Tavares	21,003	Florida Blue - PPO	Employee + Spouse	\$279.32	\$6,703.68		N/A	
		Florida Blue - HMO	Employee + Spouse	\$18.77	\$450.48		N/A	
Lady Lake	16,224	HMO BlueCare-55	Employee + Spouse	\$202.67	\$4,864.08	31%	\$15,792.48	
		PPO BlueOptions-03748	Employee + Spouse	\$249.51	\$5,988.24	38%	\$15,792.48	
		PPO BlueOptions-03559	Employee + Spouse	\$176.31	\$4,231.44	45%	\$9,506.64	
Oldsmar	14,928	CIGNA OAP Plan	Employee + Spouse	\$201.31	\$5,234.06	26%	\$20,296.08	
Brooksville	9,566	CIGNA OAP Plan	Employee + Spouse	\$569.88	\$13,677.12	46%	\$29,430.00	
Fruitland Park	8,615	BlueCare HSA Plan 122/123	Employee + Spouse	\$182.39	\$4,377.36		N/A	
		BlueCare HMO Plan 47	Employee + Spouse	\$263.48	\$6,323.52		N/A	
		BlueOptions Plan 5467	Employee + Spouse	\$594.36	\$14,264.64		N/A	
Bushnell	3,513	BlueOptions Plan 5020/5021	Employee + Spouse	\$211.55	\$5,077.20		N/A	
			<b>average</b>	\$240.94				
			<b>median</b>	\$208.28				
			<b>Wildwood v average</b>			<b>53%</b>		

## Health Plans - Child Coverage (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays	%EE pays	if provided	NOTES
					Annual EmployeeCost		Annual EmployerCost (billed)	
Pasco County	610,743	BlueOptions PPO 3900	Employee + Children	\$65.00	\$1,560.00		N/A	self funded
		BlueCare HMO 52	Employee + Children	\$105.00	\$2,520.00		N/A	
		BlueOptions PPO 5781	Employee + Children	\$105.00	\$2,520.00		N/A	
		BlueCare HMO 56	Employee + Children	\$135.00	\$3,240.00		N/A	
		BlueCare HSA HMO 122/123	Employee + Children	\$80.00	\$1,920.00		N/A	
Osceola County only 3 tiers - no child	439,225							
Marion County only 2 tiers - no child	403,966							
Hernando County	204,265	PPO BlueOptions 03748	Employee + Children	\$465.15	\$11,163.60	46%	\$24,399.60	
		BlueOptions HDHP 5190/5191	Employee + Children	\$0.00	\$0.00	0%	\$13,236.00	* County contributes \$125 per month into employee HSA
Sumter County	155,318	BlueOptions Plan	Employee + Children	\$148.00	\$3,552.00		N/A	*includes dental
Gainesville	147,865	PPO BlueOptions	Employee + Children	\$181.28	\$4,350.72	41%	\$10,678.32	* 2200 EMPLOYEES
Clearwater	118,904	CIGNA OAP Plan	Employee + One	\$176.66	\$4,239.84		N/A	
Kissimmee only 2 tiers	82,714	CIGNA						
Ocala only 2 tiers	66,368							
Sanford	64,508	BlueChoice PPO 706	Employee + Children	\$135.00	\$3,240.00		N/A	
Apopka	58,293	BlueOptions 03559 PPO	Employee + Children	\$191.22	\$4,589.28		N/A	* With Vital Health Incentive
		BlueOptions 03559 PPO	Employee + Children	\$231.22	\$5,549.28		N/A	* Without Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Children*	\$273.22	\$6,557.28		N/A	* With Vital Health Incentive
		BlueChoice 0727 PPO	Employee + Children	\$313.22	\$7,517.28		N/A	* Without Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Children*	\$303.84	\$7,292.16		N/A	* With Vital Health Incentive
		BCBS BlueCare 055 HMO	Employee + Children	\$343.84	\$8,252.16		N/A	* Without Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Children*	\$79.22	\$1,901.28		N/A	* With Vital Health Incentive
		BCBS BlueChoice 05180/05181	Employee + Children	\$119.22	\$2,861.28		N/A	* Without Vital Health Incentive
Winter Garden	50,800	UHC PPO Plus Plan	Employee + Children	\$135.98	\$3,263.52		N/A	* \$25 spousal surcharge if spouse has insurance

## Health Plans - Child Coverage (by population)

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays	%EE pays	if provided	NOTES
					Annual EmployeeCost		Annual EmployerCost (billed)	
		UHC HSA Plan	Employee + Children	\$83.03	\$1,992.72			N/A * \$25 spousal surcharge if spouse has insurance
Clermont	47,456	CIGNA OAP Base Plan	Employee + Children	\$218.12	\$5,234.88	34%	\$15,573.60	
		CIGNA HDHP w/HRA	Employee + Children	\$118.29	\$2,838.96	18%	\$15,573.60	
Oviedo	39,552	PPO	Employee + Children	\$257.52	\$6,180.48			
Dunedin	36,083	CIGNA HDHP HSA Plan	Employee + One	\$117.73	\$2,825.52	17%	\$16,660.08	
		CIGNA OAPIN Base w/HRA	Employee + One	\$141.60	\$3,398.40	17%	\$20,244.00	
		CIGNA OAPIN Buy-Up Plan w/HRA	Employee + One	\$296.28	\$7,110.72	28%	\$25,227.60	
Leesburg	30,378	Blue Care 60	Employee + Children	\$108.60	\$2,606.40			N/A
		Blue Options 3559	Employee + Children	\$132.84	\$3,188.16			N/A
Wildwood	30,327	BlueCare HSA 130/131 Plan	Employee + Children	\$298.16	\$7,155.84	48%	\$14,962.56	
		BlueCare 47 Plan	Employee + Children	\$356.53	\$8,556.72	48%	\$17,891.40	
		BlueOptions 3900 Plan	Employee + Children	\$359.96	\$8,639.04	48%	\$17,892.24	
		BlueOptions 05772 Plan	Employee + Children	\$404.46	\$9,707.04	51%	\$19,041.72	
Tavares	21,003	Florida Blue - PPO	Employee + Children	\$203.49	\$4,883.76			N/A
		Florida Blue - HMO	Employee + Children	\$113.06	\$2,713.44			N/A
Lady Lake	16,224	HMO BlueCare-55	Employee + Children	\$163.53	\$3,924.72	26%	\$14,853.00	
		PPO BlueOptions-03748	Employee + Children	\$206.11	\$4,946.64	33%	\$14,853.00	
		PPO BlueOptions-03559	Employee + Children	\$141.79	\$3,402.96	26%	\$12,933.84	
Oldsmar	14,928	CIGNA OAP Plan	Employee + Children	\$140.33	\$3,648.58	21%	\$17,640.72	
Brooksville	9,566	CIGNA OAP Plan	Employee + Children	\$362.66	\$8,703.84	37%	\$23,341.56	
Fruitland Park	8,615	BlueCare HSA Plan 122/123	Employee + Children	\$138.26	\$3,318.24			N/A
		BlueCare HMO Plan 47	Employee + Children	\$205.85	\$4,940.40			N/A
		BlueOptions Plan 5467	Employee + Children	\$496.09	\$11,906.16			N/A
Bushnell	3,513	BlueOptions Plan 5020/5021	Employee + Children	\$126.30	\$3,031.20			N/A
		<b>average</b>		<b>\$199.49</b>				
		<b>median</b>		<b>\$155.77</b>				
		<b>Wildwood v average</b>		<b>56%</b>				

## Health Plans - Single Coverage

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays		if provided		NOTES
					Annual EmployeeCost	%EE pays	Annual EmployerCost (billed)		
Pasco County	610,743	BlueOptions PPO 3900	single		\$40.00	\$960.00			
		BlueCare HMO 52	single		\$60.00	\$1,440.00			
		BlueOptions PPO 5781	single		\$60.00	\$1,440.00			
		BlueCare HMO 56	single		\$65.00	\$1,560.00			
		BlueCare HSA HMO 122/123	single		\$40.00	\$960.00			
Osceola County	439,225	Health-HRA Base	single		\$0.00				
		Health-HRA Buy-Up	single		\$33.46	\$803.04			
Marion County	403,966	BlueCare 3161 HSA	single		\$0.00	\$0.00			\$7,262.76 * \$25 per month deduction if ee completes Health Wellness Program
		BlueCare HMO 45	single		\$16.79	\$402.96			\$6,689.04 * \$25 per month deduction if ee completes Health Wellness Program
		PPO BlueOptions 5781	single		\$40.13	\$963.12			\$8,026.80 * \$25 per month deduction if ee completes Health Wellness Program
		PPO BlueOptions 3359	single		\$58.90	\$1,413.60			\$8,286.96 * \$25 per month deduction if ee completes Health Wellness Program
Hernando County	204,265	BlueOptions HDHP 5190/5191	single		\$0.00	\$0.00			\$9,000.00
		PPO BlueOptions 03748	single		\$210.50	\$5,052.00			\$14,052.00
Sumter County	155,318	BlueOptions Plan	single		\$62.50	\$1,500.00			*does not hire tobacco users
Gainesville	147,865	PPO BlueOptions	single		\$59.36	\$1,424.64			\$7,634.64
Clearwater	118,904	CIGNA OAP Plan	BlueOptions Plan 546		\$0.00	\$0.00			\$10,510.20
Kissimmee	82,714	CIGNA	single		\$0.00	\$0.00			
Ocala	66,368	PPO BlueOptions-03359	single		\$57.68	\$1,384.32			*with wellness incentive
		PPO BlueOptions-03359	single		\$82.14	\$1,971.36			*without wellness incentive
		PPO BlueOptions-05902	single		\$11.04	\$264.96			*with wellness incentive
		PPO BlueOptions-05902	single		\$33.08	\$793.92			*without wellness incentive
Sanford	64,508	BlueChoice PPO 706	single		\$40.00	\$960.00			
Apopka	58,293	BlueOptions 03559 PPO	single		\$0.00	\$0.00			* with vital health care
		BlueOptions 03559 PPO	single		\$40.00	\$960.00			* without vital health care
		BlueChoice 0727 PPO	single		\$46.76	\$1,122.24			* with vital health care
		BlueChoice 0727 PPO	single		\$86.76	\$2,082.24			* without vital health care
		BCBS BlueCare 055 HMO	single		\$64.14	\$1,539.36			* with vital health care
		BCBS BlueCare 055 HMO	single		\$104.14	\$2,499.36			* without vital health care
		BCBS BlueChoice 05180/05181	single		\$0.00	\$0.00			* with vital health care
		BCBS BlueChoice 05180/05181	single		\$40.00	\$960.00			* without vital health care
Winter Garden	50,800	UHC PPO Plus Plan	single		\$0.00				
		UHC HSA Plan	single		\$0.00				
Clermont	47,456	CIGNA OAP Base Plan	single		\$41.10	\$986.40			\$9,607.44

## Health Plans - Single Coverage

Municipality	population	Plan Type	Coverage Type	Payroll Deductions	24 pays		if provided		NOTES
					Annual EmployeeCost	%EE pays	Annual EmployerCost (billed)	Annual EmployerCost (billed)	
		CIGNA HDHP w/HRA	single		\$29.76	\$714.24		\$7,180.08	
Oviedo	39,552	PPO	single		\$50.00	\$1,200.00			* fee is waived if employee signs Tobacco/Nicotine Free Affidavit
Dunedin	36,083	CIGNA HDHP HSA Plan	single		\$12.17	\$292.08		\$8,698.80	
		CIGNA OAPIN Base w/HRA	single		\$14.64	\$351.36		\$10,570.32	
		CIGNA OAPIN Buy-Up Plan w/HRA	single		\$67.19	\$1,612.56		\$12,841.92	
Leesburg	30,378	Blue Care 60	single		\$30.00	\$720.00			
		Blue Options 3559	single		\$50.77	\$1,218.48			
Wildwood	30,327	BlueCare HSA 130/131 Plan	single		\$0.00	\$0.00		\$9,056.72	*inc. \$1,250 annual contrib to H.S.A. plan
		BlueCare 47 Plan	single		\$0.00	\$0.00		\$9,334.68	
		BlueOptions 3900 Plan	single		\$3.37	\$80.88		\$9,338.76	
		BlueOptions 05772 Plan	single		\$23.96	\$575.04		\$9,962.04	
Tavares	21,003	Florida Blue - PPO	single		\$65.86	\$1,580.64			
		Florida Blue - HMO	single		\$18.77	\$450.48			
Lady Lake	16,224	HMO BlueCare-55	single		\$0.00	\$0.00		\$10,928.28	
		PPO BlueOptions-03748	single		\$24.72	\$593.28		\$11,521.56	
		PPO BlueOptions-03559	single		\$0.00	\$0.00		\$9,506.64	
Oldsmar	14,928	CIGNA OAP Plan	single		\$0.00	\$0.00		\$11,557.68	
Brooksville	9,566	CIGNA OAP Plan	single		\$0.00	\$0.00		\$12,685.56	
Fruitland Park	8,615	BlueCare HSA Plan 122/123	single		\$0.00	\$0.00			
		BlueCare HMO Plan 47	single		\$0.00	\$0.00			
		BlueOptions Plan 5467	single		\$145.12	\$3,482.88			
Bushnell	3,513	BlueOptions Plan 5020/5021	single		\$0.00	\$0.00			
			average		\$35.09				
			median		\$30.00				
			<b>Wildwood v average</b>		<b>-35%</b>				

# Insights+

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# 2024

COHORT BENCHMARK:

Employer Size

**100-499  
Employees**

Employer Region

**South Atlantic**

Employer Industry

**Government & Public  
Administration**



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# Table of Contents

1. About this Report
2. Executive Summary
3. Medical Plan
4. Medical Ancillary
5. Core Ancillary

# 1. About this Report

ABOUT THIS REPORT

**Your Benchmarking Cohort**

**Your Cohort Selection**

Size: **100-499 Employees**

Region: **South Atlantic**

Industry: **Government & Public Administration**

**# of Plans**

**17,000+ plans.** Plan designs are collected throughout the year. Updated information is made available each year in December and includes both a combination of plans implemented for that calendar year, as well as benefit plans set to begin in the next calendar year.

**Your Cohort Size**

**Each cohort has 30 or more companies** included to ensure it is statistically significant. For a small subset of cohorts where few companies exist nationally, e.g. Agriculture & Forestry, MidAtlantic with 50-99 employees, we may have less than 30 participants. In that case, we expand the group by size or region until that threshold is reached. For certain benchmarking components we may have more data than others, e.g. medical vs. retirement. In those cases, we may choose to utilize national numbers where we cannot provide a statistically significant number for your size.

**Data Sources**

Mployer's benefit benchmark data is compiled annually from several sources including –

- Mployer direct surveys of employers
- Plans shared by broker partners and consultants
- Plans directly submitted by employers on Mployer
- Claims data clearinghouses
- Department of Labor filings
- Foundation & Association plan aggregation and submission

At times, Mployer Advisor may blend sources and refine this data using proprietary modeling as needed to create the right benchmarks for your selections.

ABOUT THIS REPORT

# Understanding the report

### Example Ranking

**Market Competitive**

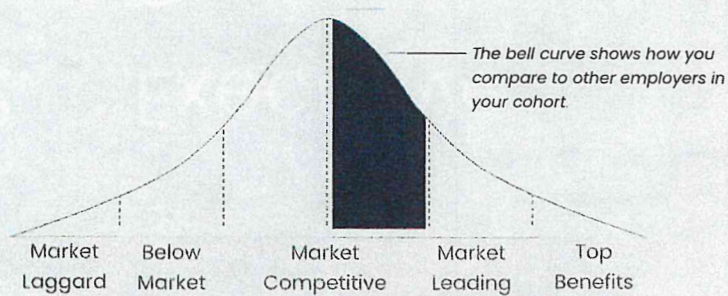
This is your plan's overall rating as compared to the market, evaluating all plan components.

### Example: Total Employer Contribution

**\$15,200**

This is the dollar value of your plan including all components provided.

### Market Positioning: Overall Benefit Scoring



Your plan is **above 50%** of the plans in your cohort.

#### How values are calculated

Please refer to this section on each page for more detail on calculations impacting those specific variables.

## What your rating means

Each of the segments for each of the plan components is compared against your custom cohort. The aggregate rating is then provided, both at a component and segment level, which ultimately rolls up into the overall plan rating.

### Top Benefits

Offers an elite benefits package surpassing industry standards, providing unique and comprehensive advantages for retention and recruitment but likely costing more for the employer.

### Market Leading

Features a benefits package materially above market, demonstrating a commitment to employee welfare.

### Market Competitive

Presents a solid benefits package in line with industry norms, balancing employee needs with market expectations and cost.

### Below Market

Provides a benefits package that is modest compared to industry standards, reflecting a more cost-conscious approach. Plans in this area could face headwinds when recruiting new employees

### Market Laggard

Offers a basic benefits package below industry norms, prioritizing cost-saving while indicating room for enhancement. Employers in this area will face issues retaining and recruiting new employees.

## 2. Executive Summary

# Benefit Plan Summary

Plan Ranking:

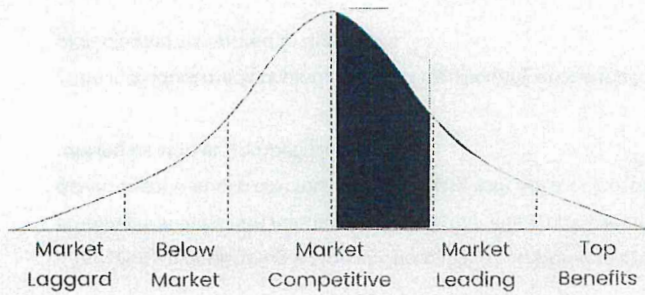
**Market Competitive**

Total employer contribution to the plan:

**\$10,380**

Individual Plan: \$10,380  
Family Plan: \$10,280

## Market Positioning: Overall Benefit Scoring



Your plan is **above 50%** of the plans in your cohort.

Plan ranking: The plan ranking is the sum total of the benefits provided across each segment, e.g. medical, ancillary, and compared to the custom cohort.  
Employer contribution: The total employer contribution to the plan is a summary of the contribution to each plan component. For medical, it is an average of the individual and family plans.

## Your Plan Summary

Your plan is rated as Market Competitive meaning it is a richer plan than 50% of the market when compared to similar employers in the South Atlantic region with 100-499 employees and in the government & public administration industry.

### Medical



Employer Contribution  
Average Single + Family  
**\$9,200**

### Ancillary



Employer Contribution  
**\$1,180**

Your plan's grade

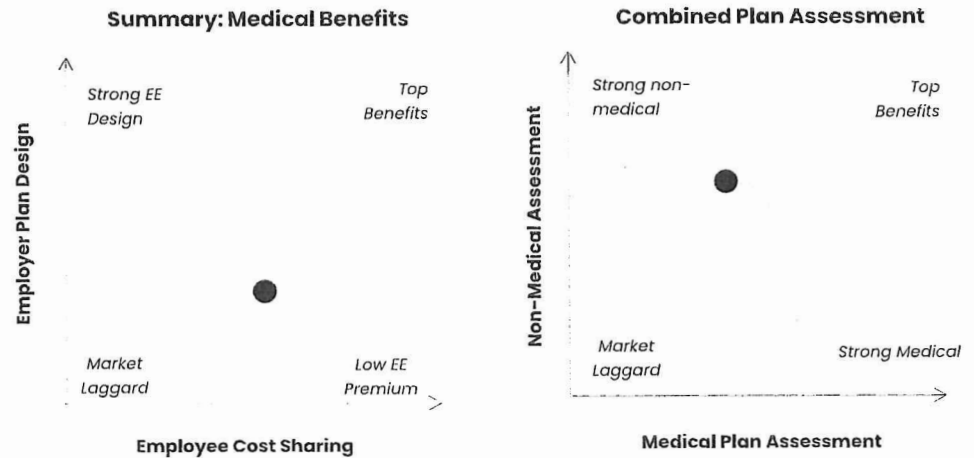
## Market Competitive

- The plan's overall rating is Market Competitive compared to similar employers in the South Atlantic region with 100-499 employees in the government & public administration industry, with the medical plan ranking as Market Competitive.
- The individual medical plan offering is significantly above the family plan offering compared to the cohort.
- Compared to the market, the employer contribution is rated as Market Competitive, while the plan design competitiveness is rated as Below Market leading to the company's position on the 2x2.
- Evaluating ancillary benefits, vision ranks as the highest ranked and is Top Benefits driving the company's position on the chart to the far right.

## Market Plan Comparison Quadrant

Target zone - benefits that fall in this range are generally market competitive

● Your market position



# 3. Medical Plan

COMPONENT SUMMARY

# Medical Benefits

Plan Ranking:

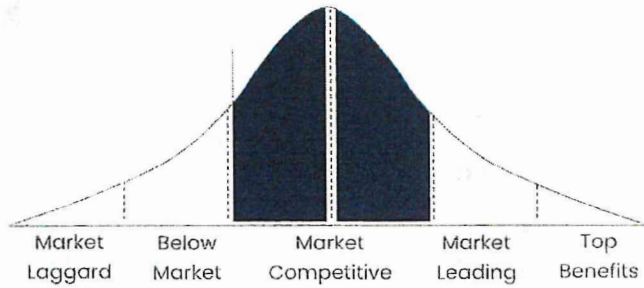
**Market Competitive**

Employer Contribution:

**\$9,200**

Individual Plan: \$9,200  
Family Plan: \$9,100

### Market Positioning: Medical Benefits



Your plan is **above 50%** of the plans in your cohort.

Plan ranking: The plan ranking evaluates the employer contribution and plan design value for an employee compared to the custom cohort.  
Employer contribution: The total employer contribution to the plan is the average of the contribution to each of the medical plans provided. It is the average of the individual and family score.

<b>COHORT BENCHMARK:</b>	Employer Size	100-499 Employees
	Employer Region	South Atlantic
	Employer Industry	Government & Public Administration

### Summary Medical Plan Rating



MEDICAL PLAN ASSESSMENT

# 1. Medical Plan: HSA 130/131

Plan Rank: Market Competitive



MEDICAL PLAN ASSESSMENT

### Plan Design

		Current plan	Colton	National
<b>Individual</b>				
Employer Contribution	Employer Contribution	100%	88%	84%
	Employee Premium	\$-	\$76	\$101
	Deductible	\$1,500	\$3,241	\$2,710
	Max Out of Pocket	\$4,500	\$5,057	\$4,833
	HSA	\$1,250	\$729	\$639
<b>Family (Employee + Dependents)</b>				
Employer Contribution	Employer Contribution	31%	71%	76%
	Employee Premium	\$1,436	\$510	\$449
	Deductible	\$3,000	\$5,909	\$5,123
	Max Out of Pocket	\$9,000	\$10,113	\$9,666
	HSA	\$1,250	\$1,224	\$1,172

Compared to other HSA plans

### Copayments

#### Care Utilization Copay Summary

	Current plan	National
PCP Copay	*	*
Specialist Copay	*	*
Employee - Office Coinsurance	20%	20%
Emergency Room Copay	*	*

#### Prescription Copay Summary

	Current plan	National
Tier One - Generics	\$-	\$11
Tier Two - Preferred	\$-	\$36
Tier Three - Non-Preferred	\$-	\$66
Tier Four - Specialty	\$-	\$126

\* Indicates not applicable

## 2. Medical Plan: BC 47

Plan Rank: Below Market



### Plan Design

#### Individual

		2021 Actual	2020 Actual	2019 Actual
Employee Contributions	Employee Contribution	100%	86%	82%
Employee Premiums	Employee Premiums	\$-	\$93	\$126
Deductible	Deductible	\$1,500	\$1,052	\$1,018
Plan Design	Amount of Market	\$4,500	\$3,377	\$4,665

#### Family (Employee + Dependents)

		2021 Actual	2020 Actual	2019 Actual
Employee Contributions	Employee Contribution	31%	69%	69%
Employee Premiums	Employee Premiums	\$1,718	\$578	\$617
Deductible	Deductible	\$4,500	\$2,038	\$1,894
Plan Design	Amount of Market	\$9,000	\$6,754	\$9,331

Compared to other HMO plans

### Copayments

#### Care Utilization Copay Summary

	2021 Actual	2020 Actual
PCP Copay	\$30	\$25
Specialist Copay	\$55	\$40
Employee + Office Administration	20%	20%
Emergency Room Copay	\$250	\$228

#### Prescription Copay Summary

	2021 Actual	2020 Actual
Tier One - Generic	\$10	\$11
Tier Two - Preferred	\$30	\$36
Tier Three - Non-Preferred	\$50	\$66
Tier Four - Specialty	*	\$126

\* indicates no application

Plan Rank: Below Market

### 3. Medical Plan: BO 03900

Plan Design		Current plan	Consort	National
<b>Individual</b>				
Employer Contribution	Employer Contribution	99%	78%	81%
	Employee Premium	\$8	\$159	\$140
Plan Design	Deductible	\$1,500	\$1,065	\$1,101
	Max Out of Pocket	\$6,350	\$4,580	\$4,117
<b>Family (Employee + Dependents)</b>				
Employer Contribution	Employer Contribution	30%	68%	72%
	Employee Premium	\$1,743	\$663	\$597
Plan Design	Deductible	\$6,000	\$1,779	\$1,371
	Max Out of Pocket	\$12,700	\$9,160	\$8,234

Compared to other PPO plans

Copayments		Current plan	National
<b>Care Utilization Copay Summary</b>			
PCP Copay		\$35	\$26
Specialist Copay		\$50	\$44
Employee - Office Concurrence		50%	20%
Emergency Room Copay		\$-	\$228
<b>Prescription Copay Summary</b>			
Tier One - Generics		\$10	\$11
Tier Two - Preferred		\$50	\$36
Tier Three - Non-Preferred		\$80	\$66
Tier Four - Specialty		*	\$126

\* Indicates not applicable

### 4. Medical Plan: BO 05772

Plan Rank: Below Market



#### Plan Design

##### Individual

Current plan	Market	Percentile
Employee contribution	Employee Contribution	94%
	Standard Premium	\$52
		\$159
		\$140
Deductible	Deductible	\$2,000
		\$1,065
		\$1,101
Plan design	Annual Out-of-Pocket	\$5,500
		\$4,580
		\$4,117

##### Family (Employee + Dependents)

Current plan	Market	Percentile
Employee contribution	Employee Contribution	29%
	Employee Premium	\$1,886
		\$663
		\$597
Deductible	Deductible	\$6,000
		\$1,779
		\$1,371
Plan design	Annual Out-of-Pocket	\$11,000
		\$9,160
		\$8,234

Compared to other PPO plans

#### Copayments

##### Care Utilization Copay Summary

Current plan	Market	Percentile
	PCP Copay	\$35
		\$26
	Specialist Copay	\$65
		\$44
	Employee + Spouse Contribution	20%
		20%
	Emergency Room Copay	\$300
		\$228

##### Prescription Copay Summary

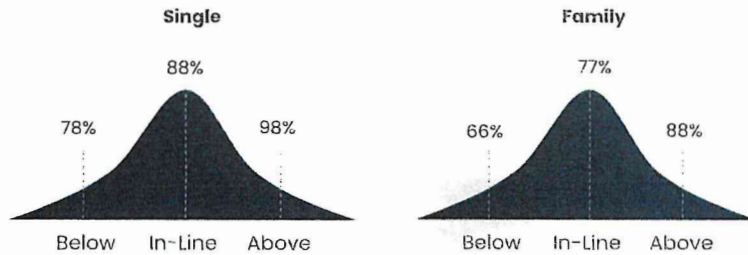
Current plan	Market	Percentile
	Tier One Generics	\$10
		\$11
	Tier Two Preferred	\$30
		\$36
	Tier Three Non-Preferred	\$50
		\$66
	Tier Four Specialty	*
		\$126

\* Not applicable

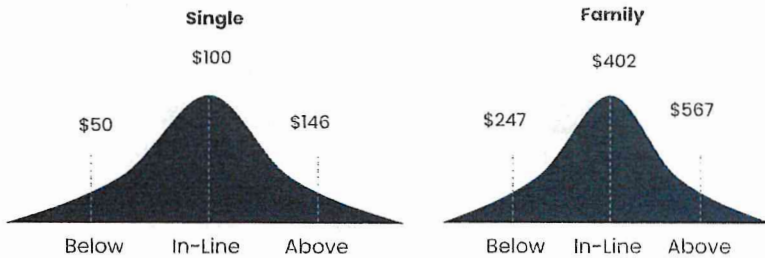
For Reference Only

## Medical Plan Design: Cohort Market Data

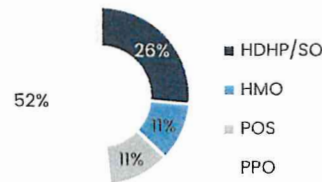
**Proportion of Premium Covered by the Employer**  
All Plan Type Average



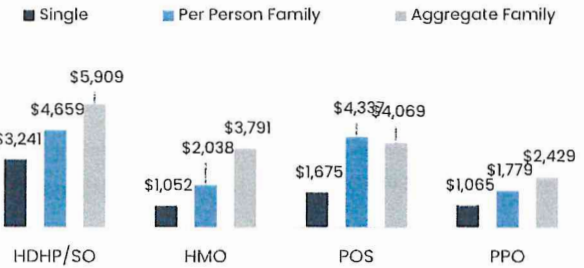
**EE Contribution Ranges**  
All Plan Type Average



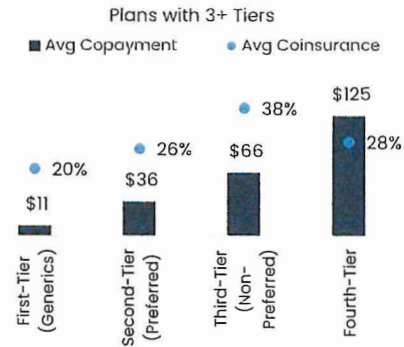
**Plan Type Utilization**



**Deductible Ranges by Plan Type**



**Prescription Tiers Benchmark\***



**Max OOP Ranges Individual Plan**



\*Though only a small percentage difference, HDHP/SO plans are more likely than other plan types to have the same payment regardless of the type of drug and be in a plan with no cost sharing once the plan deductible is met.

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COMPONENT SUMMARY

# Ancillary Benefits

Plan Ranking:

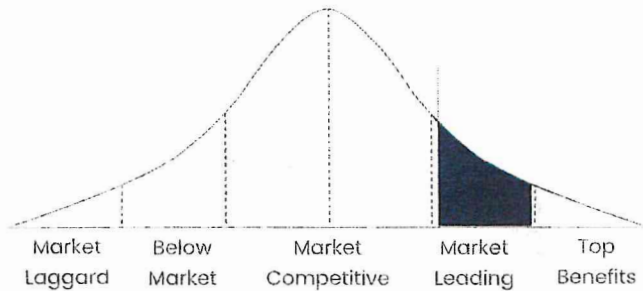
**Market Leading**

Employer Contribution:

**\$1,180**

**COHORT** Employer Size 100-499 Employees  
**BENCHMARK:** Employer Region South Atlantic  
 Employer Industry Government & Public Administration

### Market Positioning: Ancillary Plan



Your plan is **above 67%** of the plans in your cohort.

Ancillary plan ranking & value algorithms: For certain ancillary benefits, annual salary is required to calculate that value. In these instances, the average salary for the selected industry was utilized based on the nation's leading salary benchmarking provider. Nationally, the salary average is \$68K with some industries significantly higher and lower.

### Ancillary Benefits



ANCILLARY PLAN DETAIL

## Dental & Vision

Plan Rank: Market Competitive



### Dental

Market Competitive

	Current Plan	Cohort	National
Offer Dental	Yes	87%	93%
\$ Employer Contribution	\$21	*	\$28
Individual In-Network Deductible	\$50	*	\$50
Family In-Network Deductible	\$150	*	\$150

### Vision

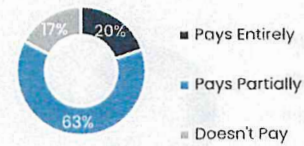
Top Benefits

	Current Plan	Cohort	National
Offer Vision	Yes	80%	82%
\$ Employer Contribution	\$6	*	\$4

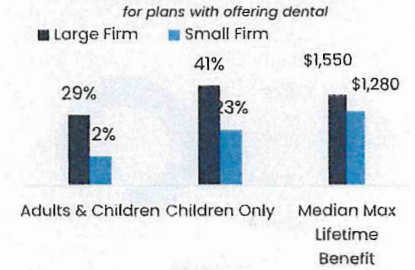
## Cohort Market Data

Dental and vision coverage are evaluated with a higher weighting assigned to dental benefits, recognizing their broader utilization and applicability. The scoring prioritizes the offer rate of these benefits as the most critical factor, reflecting their accessibility to employees. Following this, the level of employer contribution is considered, with deductibles and maximum benefits also factored in, to comprehensively assess the overall value and appeal of these benefits.

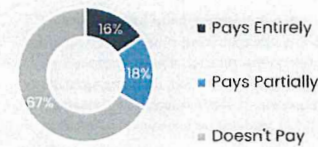
### Dental Employer Contribution



### Orthodontics - Offer Rates



### Vision Offered by the Market



### Vision - Priority Features

- Exams
- Contacts
- Lenses
- Frames
- Laser Surgery

Approximately two-thirds of employees who are offered dental and or vision utilize the benefit.

# Disability

Plan Rank: Market Leading



## Short-term Disability



	OUR PLAN OFFERS	INDUSTRY	RELEVANT
Offered	Yes	38%	41%
Annual Salary Percentage	60%	59%	63%
Max Weekly Benefit	\$1,500	\$692	\$1,023

## Long-term Disability

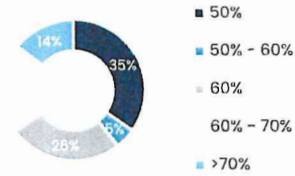


	OUR PLAN OFFERS	INDUSTRY	RELEVANT
Offered	Yes	41%	36%
Annual Salary Percentage	60%	61%	58%
Max Monthly Benefit	\$5,000	\$5,000	\$9,607

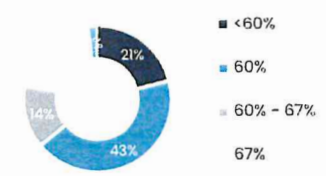
## Cohort Market Data

Disability benefits are a core part of an employer offering. The scoring places the greatest emphasis on the offer rates of these benefits, acknowledging the particular importance of short-term disability for women of childbearing age and roles with physical risks, and long-term disability for providing peace of mind, especially in higher-risk situations. Following this, the percentage of salary covered and the maximum benefits are also weighted, reflecting their significance in the overall value of the disability benefits.

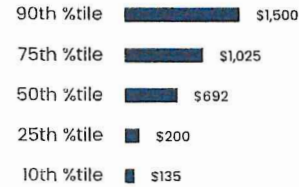
STD Ranges: Proportion of Salary



LTD Ranges: Proportion of Salary



STD: Max Weekly Benefits



LTD: Max Monthly Benefits



# Life & Voluntary

Plan Rank: Top Benefits



Life	Offered	Current plan	Cohort	National
Top Benefits	Offered	Yes	90%	61%
Market Leading	Employer Primary Offering	Flat Dollar Amount		
	Multiple of Earnings	*	1.4	1.3
	Flat Dollar	\$50,000	\$20,000	\$22,000

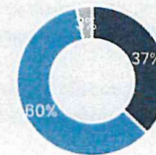
\* indicates that it is not the primary plan type offering; information is included for reference to see the

Voluntary	Offered	Current plan	Cohort	National
Market Leading	Accident Offer Rate	Yes	59%	62%
	Critical Illness Offer Rate	Yes	53%	56%
	Long-term Care Offer Rate	Yes	29%	17%
	Supplemental Life Offer Rate	Yes	22%	21%

## Cohort Market Data

Life insurance and voluntary benefits are complementary yet valuable aspects of an employee benefits package. While they are not weighted as heavily as core benefits, their presence is scored to reflect the added sense of security and choice they provide to employees, enhancing the overall attractiveness and comprehensiveness of the benefits package.

### Life Insurance Types



- Multiple of Earnings
- Flat Dollar Amount
- Other

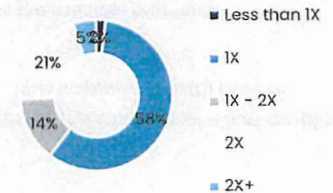
### Voluntary: Most Popular

- Accident
- Critical Illness
- Hospital Indemnity
- ID Theft
- Life Insurance - buy up
- Disability - buy up

### Life Insurance Ranges: Flat



### Life Insurance Ranges: Salary Multiple

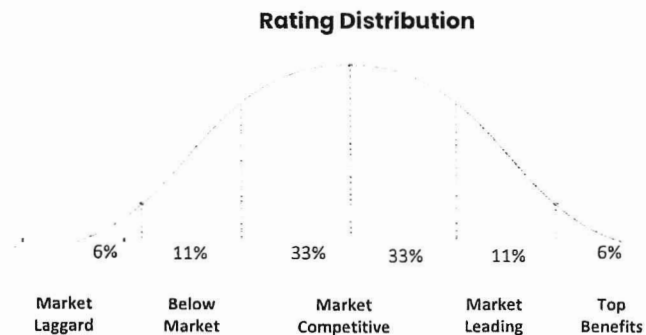


Overall plan rank is primarily based on the life insurance plan.

## Appendix – Methodology

### Plan Rating

Our process involves evaluating employee benefit plans by comparing each submission against a tailored cohort. We analyze each component of the benefit plan, from medical to retirement, and plot them on a bell curve. The distance from the norm, measured in standard deviations, determines the rating and grade for each component. In our aggregate scoring, components that cost employers the most are given greater weight. This comprehensive approach ensures a detailed and fair assessment of each benefit plan.



### Employer Contribution Plan Dollarization

Our process utilizes what an employer pays on average for the benefits of each employee based on the information provided. We are evaluating the employer's total cost or investment per employee.

**Medical** – Annual cost of the employer's contribution towards the medical premium.

**Dental** – Annual cost the employer pays per employee for dental. When only a percentage is provided this is a derived amount based on the industry average using the percent provided.

**Vision** – Annual cost the employer pays per employee for vision. When only a percentage is provided this is a derived amount based on the industry average using the percent provided.

**Short Term & Long Term Disability** – This is an approximate cost based on the plan details provided and assumes a variable percent of employees salary based on their industry.

**Life** – Similar to disability, this is an approximate cost based on the plan details provided and assumes a variable percent of employees salary based on their industry and is approximately 1% of salary.

**Voluntary** – As there is generally no direct employer investment for these benefits, this component is not included in the total dollar investment, but is included in the weighting.

**Leave** – Leave is calculated based on the total days made available to an employee times the average salary for that industry, which usually ranges from \$45K-\$85K depending on the industry.

**Retirement** – Retirement is calculated based on the retirement contributions made to the employee as a percentage of salary for that industry, which usually ranges from \$45K-\$85K depending on the industry.

## Appendix – Key Terms

### Medical Benefits

**Health Savings Account (HSA):** An HSA is a tax-advantaged account designed for individuals with high-deductible health plans to save for medical expenses. Contributions are tax-deductible, and funds can be withdrawn tax-free for qualified medical expenses.

**Health Reimbursement Account (HRA):** An HRA is an employer-funded account that reimburses employees for qualified medical expenses. Unlike HSAs, HRAs are not owned by employees and are funded solely by the employer.

**HDHP/SO (High Deductible Health Plan with Savings Option):** This is a health insurance plan with higher deductibles and lower premiums, often paired with a savings option like an HSA or HRA. It's designed to encourage consumers to manage their own health care costs.

**POS Health Plan (Point of Service):** A POS plan is a hybrid of HMO and PPO plans, requiring a primary care physician for referrals but allowing out-of-network service at a higher cost. It offers a balance of structured, lower-cost care with the flexibility to go outside the network.

**Family Aggregate Deductible:** This is the total deductible amount that must be paid by a family under a health plan before the insurer starts paying. Once this total amount is met by any combination of family members, full benefits kick in for the entire family.

**Family Per-Person Deductible:** In this structure, each family member has an individual deductible, and the insurer begins paying once a single member meets their deductible. However, there's usually a family maximum after which the insurer covers all family members.

**Prescription Tiers:** Prescription tiers categorize medications into different levels of cost, typically with generic drugs being the least expensive (tier 1) and specialty drugs the most (higher tiers). Insurance coverage and out-of-pocket costs vary depending on the drug's tier.

### Ancillary Benefits

**Short Term Disability – Max Weekly Benefit:** The highest weekly amount paid to an employee under short-term disability insurance during the period of disability.

**Long Term Disability – Max Monthly Benefits:** The maximum monthly payment an employee can receive under long-term disability insurance during a prolonged period of disability.

**Life Insurance Flat Dollar Amount vs. Multiple of Earnings:** Flat dollar amount is a fixed benefit, while multiple of earnings bases the benefit on a multiple of the employee's salary.

### Leave Benefits

**Consolidated vs. Non-Consolidated Leave Programs:** Consolidated leave programs combine all leave types (sick, vacation, personal) into one pool, while non-consolidated programs separate them into distinct categories. This affects how employees can utilize their time off.

**Sick Leave:** Sick leave is paid time off provided by employers for employees to use during periods of temporary illness. It ensures employees can recover without losing income.

**Most Common Federal Holidays:** Widely recognized holidays in the U.S., such as New Year's Day, Independence Day, Thanksgiving, and Christmas.

**Flexible Work Schedule:** An arrangement that allows employees to set their own working hours within certain limits.

**Flexible Workplace:** A policy that allows employees to work remotely or from various locations.

### Retirement

**401K Employer Match Percentage:** The percentage of an employee's contribution that an employer adds to their 401K plan, typically up to a certain limit.

**Auto-Escalation:** A feature in 401K plans that automatically increases the employee's contribution percentage annually.

**Auto-Enrollment:** A feature where employees are automatically enrolled in a 401K plan, with the option to opt-out.

**401K Loans:** Allows employees to borrow from their 401K account under certain conditions and repay the amount with interest.

**401K Withdrawals:** The act of taking money out of a 401K account, which can be subject to taxes and penalties depending on the age and circumstances of the withdrawal.

**401K Minimum Age or Service Requirements:** The minimum criteria set by an employer for an employee to be eligible to participate in the 401K plan.

**Cliff Vesting:** A vesting schedule where an employee gains 100% ownership of employer contributions after a specified period of time.

**Graded Vesting:** A vesting schedule where employee ownership of employer contributions increases gradually over time.

**Immediate Vesting:** An arrangement where the employee is immediately entitled to 100% ownership of employer contributions to a retirement plan.

**CITY COMMISSION OF THE CITY OF WILDWOOD  
EXECUTIVE SUMMARY**

**SUBJECT:** Memo on City Charter Review

**REQUESTED ACTION:** City Manager seeks direction from the Commission.

**CONTRACT:** Vendor/Entity:  
Effective Date: Termination Date:  
Managing Division/Department:

**BUDGET IMPACT:**

**HISTORY/FACTS/ISSUES:**

Please see the attached memo.



# Memorandum

**To:** City of Wildwood City Commission

**From:** Jason F. McHugh, City Manager

**Date:** April 10, 2024

**Re:** City Charter Review

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Mayor and Commissioners,

It has been nearly five (5) years since the City completed its last revision of the City Charter in 2019. The process began with the passage of Resolution R2018-01 in February 2018 which outlined the City's review process. Section 8-1(2) of the City Charter requires the Charter to be reviewed at least once every ten (10) years. The City Commission should consider initiating the review process to allow for adequate time to meet this provision and to determine if changes to the Charter are warranted in response to the challenges of our growing City.

Section 8.1(2)(b) of the City Charter requires the establishment of a Charter Review Committee at least one (1) year ahead of the election, and each Commission member is responsible for appointing one (1) member from the City at his or her discretion. The City Manager has the obligation to appoint a member to the Committee in the event a Commission member fails to appoint someone.

The next two election cycles are in November 2024 and 2026 respectively. Due to the Charter provisions, we cannot meet the November 2024 election but have adequate time to meet the 2026 cycle. The initiation of a Special Election, as an option, is allowed under the City Charter. However, the cost of the election would be the responsibility of the City and would need to be coordinated with the Supervisor of Election's office.

I stand ready to begin preparing the necessary Resolutions for Commission consideration to establish the process and the Charter Review Committee members.