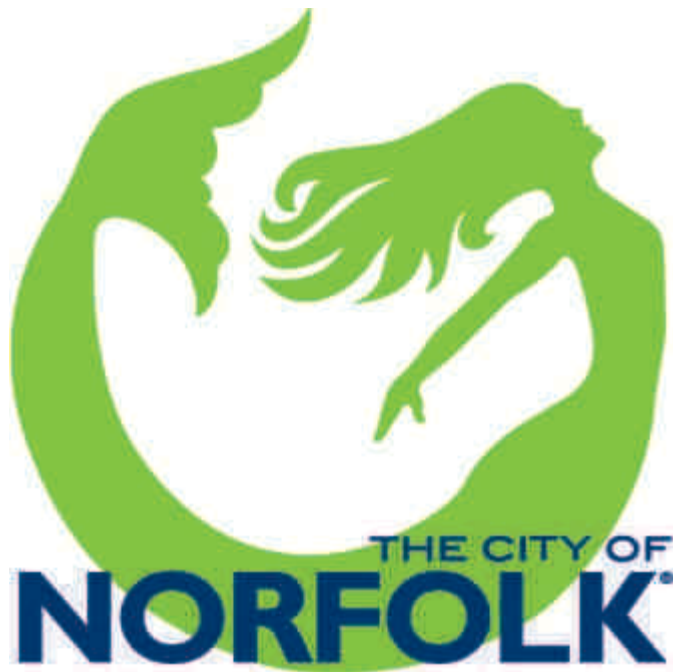


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# Internal Service Funds

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# INTERNAL SERVICE FUND SUMMARY

	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
<b>Revenues</b>			
Use of Money and Property	2,208	3,500	3,500
Charges for Services	95,366,472	117,101,494	116,715,975
Recovered Costs	59,753	63,865	63,865
Other Sources and Transfers In	191	303,000	590,763
<b>Total Revenues</b>	<b>95,428,625</b>	<b>117,471,859</b>	<b>117,374,103</b>

	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
<b>Expenditures</b>			
Personnel Services	3,180,757	4,545,206	4,765,275
Materials, Supplies and Repairs	2,704,406	3,984,947	4,207,181
Contractual Services	83,937,443	108,900,804	108,337,713
Equipment	44,428	40,902	41,668
Debt Service Transfers to CIP	0	0	22,266
Department Specific Appropriation	134,782	0	0
<b>Total Expenditures</b>	<b>90,001,816</b>	<b>117,471,859</b>	<b>117,374,103</b>

Note: FY 2021 amounts may not sum to total due to rounding.

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## FLEET MANAGEMENT

### Cost Recovery Summary

	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
Use of Money and Property	481	2,208	3,500	3,500
Charges for Services	10,946,922	10,474,496	11,015,437	11,015,437
Recovered Costs	20,306	59,753	63,865	63,865
Other Sources and Transfers In	7,105	191	303,000	590,763
<b>Total</b>	<b>10,974,814</b>	<b>10,536,649</b>	<b>11,385,802</b>	<b>11,673,565</b>

Actual amounts represent collections, not appropriation authority.

### Expenditure Summary

	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	3,500,884	2,598,840	3,672,809	3,732,262
Materials, Supplies, and Repairs	2,909,004	2,703,495	3,977,947	4,200,181
Contractual Services	3,566,925	4,420,741	3,694,144	3,699,454
Equipment	61,837	44,428	40,902	41,668
Department Specific Appropriation	0	134,782	0	0
<b>Total</b>	<b>10,038,649</b>	<b>9,902,285</b>	<b>11,385,802</b>	<b>11,673,565</b>

			FY 2023 Adopted	
<u>Program Name</u>	<u>Service Objective</u>	<u>Service Level Classification</u>	<u>Dollars</u>	<u>FTEs</u>
Leadership and Support	Efficient and responsive government	Meets Demand - Maintains	522,069	6.0
Cost Allocation for Citywide Services	Efficient and responsive government	Meets Demand - Maintains	147,117	0.0
Fuel Management	Infrastructure and Connectivity	Meets Demand - Maintains	3,634,047	0.0
General Vehicle and Equipment Repair and Services	Infrastructure and Connectivity	Meets Demand - Maintains	6,597,775	39.0
Preventative Maintenance	Efficient and responsive government	Meets Demand - Maintains	505,011	3.0
Service Writing	Efficient and responsive government	Meets Demand - Maintains	267,546	4.0
<b>Total</b>			<b>11,673,565</b>	<b>52.0</b>
<b>Total FY 2022 Adopted</b>			<b>11,122,152</b>	<b>52.0</b>
<b>Change from FY 2022 Adopted</b>			<b>551,413</b>	<b>0.0</b>

## FLEET MANAGEMENT

Program: **Leadership and Support**

Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Support increases for utility rates</b>	<b>3,022</b>	<b>0.0</b>
Technical adjustment to increase funds for anticipated utility rate increases including electricity and natural gas. The city was notified by the Virginia Energy Purchasing Governmental Association (VEPGA) to anticipate an electricity rate increase on average of 30 percent for FY 2023. Natural gas rates are expected to increase at the same rate as electricity. Adjustment includes aligning funds with projected increases, a central fund has been established to support additional cost increases based on utilization.		
<b>Update base program costs</b>	<b>74,762</b>	<b>0.0</b>
Technical adjustment to update program costs for citywide budget actions. Changes include personnel adjustments for approved permanent positions, healthcare enrollment, retirement contributions, and the citywide salary increase effective July 2, 2022. In addition, if applicable, adjustments for annual fleet expenditures based on maintenance and fuel for vehicles used for operations are also included. These are routine adjustments that occur each budget cycle.		
<b>Total</b>	<b>77,784</b>	<b>0.0</b>

### Adopted Service Level Changes:

No adopted Service Level changes.

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	331,452	405,163
Materials, Supplies, and Repairs	83,576	87,649
Contractual Services	21,020	21,020
Equipment	8,237	8,237
<b>Total</b>	<b>444,285</b>	<b>522,069</b>

### Full Time Equivalent (FTE) Summary

	Pay Grade	Minimum	Maximum	FY 2022 Adopted	FTE Change	FY 2023 Adopted
Administrative Analyst	1 13	\$50,243	\$81,924	2.0	0.0	2.0
Administrative Technician	1 07	\$37,940	\$61,842	2.0	0.0	2.0
Fleet Maintenance Manager	1 19	\$76,620	\$124,607	1.0	0.0	1.0
Management Analyst I	1 11	\$42,870	\$69,955	1.0	0.0	1.0
<b>Total</b>				<b>6.0</b>	<b>0.0</b>	<b>6.0</b>

## FLEET MANAGEMENT

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Program: **Cost Allocation for Citywide Services**

**Adjustments to Baseline Service Level Cost:**

No adjustments to Baseline Service Level cost.

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**Adopted Service Level Changes:**

No adopted Service Level changes.

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**Requested but Not Funded Service Level Changes:**

No requested but not funded Service Level changes.

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**Expenditure Summary**

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	FY 2022 Adopted	FY 2023 Adopted
Materials, Supplies, and Repairs	147,117	147,117
<b>Total</b>	<b>147,117</b>	<b>147,117</b>

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## FLEET MANAGEMENT

**Program:** **Fuel Management**

The Fuel Management program provides unleaded and diesel fuels to power city equipment and vehicles, and provides repairs to city-owned fuel sites. The program ensures fuel is available for city equipment and vehicles that are used to provide services to the businesses and residents of Norfolk during regular and inclement weather operations. Fuel is also provided to other partner agencies such as Norfolk Public Schools.

**Service Objective:**

**Customers Served:**

Residents

Businesses

**City Agencies**

Tourists/Visitors

**Goal Statement:**

Mandate	Reliance	Cost Recovery	Population Served	Demand
Discretionary	City is Sole Provider	Yes	Majority of Population Benefits	Meets Demand - Exceeds
Federal/State Mandate			Less than 50% of Population Benefits	Meets Demand - Maintains
City Mandate	Other Entities Provide this Service	No	Less than 10% of Population Benefits	Does Not Meet Demand

### Performance Measures

	FY 2020 Actual	FY 2021 Actual	FY 2022 Projection	FY 2023 Adopted	Metric
Fuel services meets contract provisions	Yes	Yes	Yes	Yes	Yes

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Increase funds for fuel</b>	<b>219,212</b>	<b>0.0</b>
Technical adjustment to align the funds for vehicle fuel with anticipated utilization.		
<b>Total</b>	<b>219,212</b>	<b>0.0</b>

### Adopted Service Level Changes:

No adopted Service Level changes.

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.



## FLEET MANAGEMENT

Program: **Fuel Management**

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Materials, Supplies, and Repairs	3,414,835	3,634,047
<b>Total</b>	<b>3,414,835</b>	<b>3,634,047</b>

## FLEET MANAGEMENT

**Program:** General Vehicle and Equipment Repair and Services

The General Vehicle, and Equipment Repair and Services program provides parts, labor, and contractor costs to evaluate and repair city equipment and vehicles and encompasses all operational services necessary throughout the lifecycle of each unit to include procurement, replacement, fueling management and disposal. The Preventative Maintenance program provides parts, labor, and contractor costs for planned maintenance that is regularly performed on city equipment and vehicles to increase safety and reliability and lessen the likelihood of equipment failure.

**Service Objective:**



**Customers Served:**

Residents

Businesses

City Agencies

Tourists/Visitors

**Goal Statement:**

Ensure the safety and availability of city vehicles and equipment, and provide all necessary services.

Mandate	Reliance	Cost Recovery	Population Served	Demand
Discretionary	City is Sole Provider	Yes	Majority of Population Benefits	Meets Demand - Exceeds
Federal/State Mandate			Less than 50% of Population Benefits	Meets Demand - Maintains
City Mandate	Other Entities Provide this Service	No	Less than 10% of Population Benefits	Does Not Meet Demand

### Performance Measures

	FY 2020 Actual	FY 2021 Actual	FY 2022 Projection	FY 2023 Adopted	Metric
Percent of direct Auto Repair Technician labor hours (New measure for FY 2020)	67	74	76	77	75
Percent of time in which the fleet is operational	95	96	97	95	90

## FLEET MANAGEMENT

Program: **General Vehicle and Equipment Repair and Services**

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Increase funds for vehicle parts contract</b>	<b>5,310</b>	<b>0.0</b>
Technical adjustment to provide funds for contractual increases in National Automotive Parts Association's (NAPA) management fee. Total costs will increase by \$5,310 from \$354,000 in FY 2022 to \$359,310 in FY 2023.		
<b>Increase funds for asset management system contract</b>	<b>766</b>	<b>0.0</b>
Technical adjustment to support contractual increase in fleet management software support. Each year the support agreement increases between three to five percent. Total costs will increase by \$766 from \$25,546 in FY 2022 to \$26,312 in FY 2023.		
<b>Update base program costs</b>	<b>651,840</b>	<b>0.0</b>
Technical adjustment to update program costs for citywide budget actions. Changes include personnel adjustments for approved permanent positions, healthcare enrollment, retirement contributions, and the citywide salary increase effective July 2, 2022. In addition, if applicable, adjustments for annual fleet expenditures based on maintenance and fuel for vehicles used for operations are also included. These are routine adjustments that occur each budget cycle.		
<b>Total</b>	<b>657,916</b>	<b>0.0</b>

### Adopted Service Level Changes:

	FY 2023	FTE
<b>Provide funds for a Commercial Driver's License stipend</b>	<b>70,000</b>	<b>0.0</b>
Provide funds for a Commercial Driver's License (CDL) stipend. Employees that hold a CDL in positions that require a CDL and will receive an annual stipend of \$5,000. Many of the city's important services including refuse collection and street sweeping require CDLs. Competition in the region to recruit and retain has become much more robust.		
<b>Total</b>	<b>70,000</b>	<b>0.0</b>

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	1,915,378	2,636,826
Materials, Supplies, and Repairs	263,692	264,084
Contractual Services	3,667,124	3,672,434
Equipment	23,665	24,431
<b>Total</b>	<b>5,869,859</b>	<b>6,597,775</b>

## FLEET MANAGEMENT

Program: **General Vehicle and Equipment Repair and Services**

### Full Time Equivalent (FTE) Summary

				FY 2022	FTE	FY 2023
	Pay Grade	Minimum	Maximum	Adopted	Change	Adopted
Autobody Repair Mechanic, Senior	1 09	\$38,440	\$62,657	1.0	0.0	1.0
Automotive Operations Manager	1 13	\$50,243	\$81,924	4.0	0.0	4.0
Automotive Repair Technician	1 10	\$39,226	\$63,938	16.0	0.0	16.0
Automotive Repair Technician, Senior	1 12	\$46,583	\$75,967	16.0	0.0	16.0
Operations Manager	1 14	\$54,652	\$90,395	1.0	0.0	1.0
Safety Specialist	1 11	\$42,870	\$69,955	1.0	0.0	1.0
<b>Total</b>				<b>39.0</b>	<b>0.0</b>	<b>39.0</b>

## FLEET MANAGEMENT

**Program:** Preventative Maintenance

The Preventative Maintenance program provides parts, labor, and contractor costs for planned maintenance that is regularly performed on city equipment and vehicles to increase safety and reliability and lessen the likelihood of equipment failure.

**Service Objective:**



**Customers Served:**

Residents

Businesses

City Agencies

Tourists/Visitors

**Goal Statement:**

The goal of the Preventative Maintenance Program is to decrease downtime and increase the safety and reliability of city vehicles and equipment.

Mandate	Reliance	Cost Recovery	Population Served	Demand
Discretionary	City is Sole Provider	Yes	Majority of Population Benefits	Meets Demand - Exceeds
Federal/State Mandate			Less than 50% of Population Benefits	Meets Demand - Maintains
City Mandate	Other Entities Provide this Service	No	Less than 10% of Population Benefits	Does Not Meet Demand

### Performance Measures

	FY 2020 Actual	FY 2021 Actual	FY 2022 Projection	FY 2023 Adopted	Metric
City department preventative maintenance compliance rate for equipment and vehicles	79	74	80	82	80

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Update base program costs</b>	<b>(520,006)</b>	<b>0.0</b>
Technical adjustment to update program costs for citywide budget actions. Changes include personnel adjustments for approved permanent positions, healthcare enrollment, retirement contributions, and the citywide salary increase effective July 2, 2022. In addition, if applicable, adjustments for annual fleet expenditures based on maintenance and fuel for vehicles used for operations are also included. These are routine adjustments that occur each budget cycle.		
<b>Total</b>	<b>(520,006)</b>	<b>0.0</b>

## FLEET MANAGEMENT

Program: **Preventative Maintenance**

### Adopted Service Level Changes:

	FY 2023	FTE
<b>Provide funds for a Commercial Driver's License stipend</b>	<b>45,000</b>	<b>0.0</b>
Provide funds for a Commercial Driver's License (CDL) stipend. Employees that hold a CDL in positions that require a CDL and will receive an annual stipend of \$5,000. Many of the city's important services including refuse collection and street sweeping require CDLs. Competition in the region to recruit and retain has become much more robust.		
<b>Total</b>	<b>45,000</b>	<b>0.0</b>

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	898,125	423,119
Materials, Supplies, and Repairs	66,892	66,892
Contractual Services	6,000	6,000
Equipment	9,000	9,000
<b>Total</b>	<b>980,017</b>	<b>505,011</b>

### Full Time Equivalent (FTE) Summary

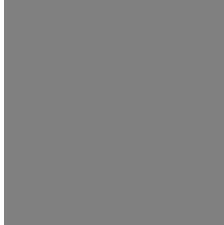
	Pay Grade	Minimum	Maximum	FY 2022 Adopted	FTE Change	FY 2023 Adopted
Automotive Operations Manager	1 13	\$50,243	\$81,924	1.0	0.0	1.0
Automotive Repair Technician	1 10	\$39,226	\$63,938	1.0	0.0	1.0
Automotive Repair Technician, Senior	1 12	\$46,583	\$75,967	1.0	0.0	1.0
<b>Total</b>				<b>3.0</b>	<b>0.0</b>	<b>3.0</b>

## FLEET MANAGEMENT

**Program:** **Service Writing**

The Service Writing program provides customer service at Fleet Management when vehicles and equipment need servicing or repairs by: determining customer needs; documenting vehicle status; preparing work orders; cutting keys; and contacting clients to pick up vehicles after repairs are completed.

**Service Objective:**



**Customers Served:**

Residents

Businesses

City Agencies

Tourists/Visitors

**Goal Statement:**

Perform quality customer service and assists both internal and external customers as it relates throughout the work order process.

Mandate	Reliance	Cost Recovery	Population Served	Demand
Discretionary	City is Sole Provider	Yes	Majority of Population Benefits	Meets Demand - Exceeds
Federal/State Mandate			Less than 50% of Population Benefits	Meets Demand - Maintains
City Mandate	Other Entities Provide this Service	No	Less than 10% of Population Benefits	Does Not Meet Demand

### Performance Measures

	FY 2020 Actual	FY 2021 Actual	FY 2022 Projection	FY 2023 Adopted	Metric
Percent of maintenance performed that was scheduled	57	55	54	60	60

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Update base program costs</b>	<b>1,507</b>	<b>0.0</b>
Technical adjustment to update program costs for citywide budget actions. Changes include personnel adjustments for approved permanent positions, healthcare enrollment, retirement contributions, and the citywide salary increase effective July 2, 2022. In addition, if applicable, adjustments for annual fleet expenditures based on maintenance and fuel for vehicles used for operations are also included. These are routine adjustments that occur each budget cycle.		
<b>Total</b>	<b>1,507</b>	<b>0.0</b>

### Adopted Service Level Changes:

No adopted Service Level changes.

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

## FLEET MANAGEMENT

Program: **Service Writing**

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	265,647	267,154
Materials, Supplies, and Repairs	392	392
<b>Total</b>	<b>266,039</b>	<b>267,546</b>

### Full Time Equivalent (FTE) Summary

	Pay Grade	Minimum	Maximum	FY 2022 Adopted	FTE Change	FY 2023 Adopted
Automotive Service Attendant	1 08	\$38,190	\$62,250	3.0	0.0	3.0
Fleet Coordinator	1 11	\$42,870	\$69,955	1.0	0.0	1.0
<b>Total</b>				<b>4.0</b>	<b>0.0</b>	<b>4.0</b>



## NORFOLK HEALTHCARE CONSORTIUM

### Cost Recovery Summary

	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
Charges for Services	89,318,971	84,891,976	106,086,057	105,700,538
<b>Total</b>	<b>89,318,971</b>	<b>84,891,976</b>	<b>106,086,057</b>	<b>105,700,538</b>

### Expenditure Summary

	FY 2020 Actual	FY 2021 Actual	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	147,542	581,917	872,397	1,033,013
Materials, Supplies, and Repairs	0	911	7,000	7,000
Contractual Services	88,978,090	79,516,702	105,206,660	104,638,259
Debt Service/Transfers to CIP	0	0	0	22,266
<b>Total</b>	<b>89,125,632</b>	<b>80,099,530</b>	<b>106,086,057</b>	<b>105,700,538</b>

			FY 2023 Adopted	
<u>Program Name</u>	<u>Service Objective</u>	<u>Service Level Classification</u>	<u>Dollars</u>	<u>FTEs</u>
Leadership and Support	Community support and well-being	Meets Demand - Maintains	1,073,279	13.0
Benefits Administration	Community support and well-being	Meets Demand - Maintains	104,627,259	0.0
<b>Total</b>			<b>105,700,538</b>	<b>13.0</b>
<b>Total FY 2022 Adopted</b>			<b>106,086,057</b>	<b>8.0</b>
<b>Change from FY 2022 Adopted</b>			<b>(385,519)</b>	<b>5.0</b>

## NORFOLK HEALTHCARE CONSORTIUM

Program: **Leadership and Support**

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Adjust debt service expenditures</b>	<b>22,266</b>	<b>0.0</b>
Technical adjustment to support annual debt service payments related to pension obligation bonds.		
<b>Update base program costs</b>	<b>(77,488)</b>	<b>1.0</b>
Technical adjustment to update program costs for citywide budget actions. Changes include the addition of a Benefits Specialist position. Other actions include adjustments for healthcare enrollment, retirement contributions, and the citywide salary increase effective July 2, 2022. In addition, if applicable, adjustments for annual fleet expenditures based on maintenance and fuel for vehicles used for operations are also included. These are routine adjustments that occur each budget cycle.		
<b>Total</b>	<b>(55,222)</b>	<b>1.0</b>

### Adopted Service Level Changes:

	FY 2023	FTE
<b>Provide additional staffing for Benefits Administration</b>	<b>130,744</b>	<b>2.0</b>
Provide funds to create Programmer Analyst IV and V positions in the Benefits Administration program. The Norfolk Healthcare Consortium has to work through programming three separate benefit software programs to support each organization any time changes are made to the available plans for employees. These positions will be responsible for coding and programming of changes related to the three separate benefit software programs.		
<b>Provide administrative support</b>	<b>53,680</b>	<b>1.0</b>
Provide funds for a new Benefits Program Supervisor position. This position will support scheduling, vendor payments and tracking, and various financial and budgeting tasks allowing the director to focus more on strategic and managerial tasks.		
<b>Expand the Employee Wellness program</b>	<b>53,680</b>	<b>1.0</b>
Provide funds for a new Multimedia Communications Specialist II position. This position will support the needed outreach and communication with employees on the initiatives and benefits of the expanded wellness program.		
<b>Total</b>	<b>238,104</b>	<b>4.0</b>

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Personnel Services	872,397	1,033,013
Personnel Services	0	0
Materials, Supplies, and Repairs	7,000	7,000
Contractual Services	11,000	11,000
Contractual Services	0	0
Debt Service/Transfers to CIP	0	22,266
<b>Total</b>	<b>890,397</b>	<b>1,073,279</b>

## NORFOLK HEALTHCARE CONSORTIUM

Program: **Leadership and Support**

### Full Time Equivalent (FTE) Summary

	Pay Grade	Minimum	Maximum	FY 2022 Adopted	FTE Change	FY 2023 Adopted
Benefit Programs Supervisor	1 13	\$50,243	\$81,924	0.0	1.0	1.0
Benefits Specialist (HR only)	1 11	\$42,870	\$69,955	-1.0	1.0	0.0
City Wellness Coordinator	1 13	\$50,243	\$81,924	1.0	0.0	1.0
Executive Director of Norfolk Healthcare Consortiu	1 24	\$99,446	\$170,515	1.0	0.0	1.0
Human Resources Benefits Manager	1 17	\$67,512	\$110,179	1.0	0.0	1.0
Human Resources Benefits Specialist (HR only)	1 11	\$42,870	\$69,955	3.0	0.0	3.0
Management Analyst II	1 13	\$50,243	\$81,924	1.0	0.0	1.0
Management Analyst III	1 14	\$54,652	\$90,395	1.0	0.0	1.0
Multimedia Communications Specialist II	1 13	\$50,243	\$81,924	0.0	1.0	1.0
Multimedia Communications Specialist III	1 15	\$59,164	\$96,734	1.0	0.0	1.0
Programmer/Analyst IV	1 15	\$59,164	\$96,734	0.0	1.0	1.0
Programmer/Analyst V	1 16	\$63,193	\$103,030	0.0	1.0	1.0
<b>Total</b>				<b>8.0</b>	<b>5.0</b>	<b>13.0</b>

## NORFOLK HEALTHCARE CONSORTIUM

**Program:** **Benefits Administration**

The Benefit's Administration Program provides health insurance to employees of the Norfolk Consortium, which include: City of Norfolk, Norfolk Public Schools (NPS), and Norfolk Redevelopment and Housing Authority (NRHA). Benefits offered to employees and their families include medical, pharmacy, vision, dental, wellness, flexible spending accounts, legal resources, identity theft protection, optional life insurance, and employee assistance programs (EAP).

**Service Objective:**

**Customers Served:**

Residents

Businesses

**City Agencies**

Tourists/Visitors

**Goal Statement:**

Provide health insurance to employees of the Norfolk Consortium.

Mandate	Reliance	Cost Recovery	Population Served	Demand
Discretionary	City is Sole Provider	Yes	Majority of Population Benefits	Meets Demand - Exceeds
Federal/State Mandate			Less than 50% of Population Benefits	Meets Demand - Maintains
City Mandate	Other Entities Provide this Service	No	Less than 10% of Population Benefits	Does Not Meet Demand

### Adjustments to Baseline Service Level Cost:

	FY 2023	FTE
<b>Adjust expenditures for Norfolk Healthcare Consortium</b>	<b>(568,401)</b>	<b>0.0</b>
Technical adjustment for healthcare costs in FY 2022 based on enrollment and updated expenditure projections. Benefit plans are offered on a calendar year basis, referred to as "plan year," with revenue and expenditure estimates converted to the fiscal year equivalent. Plan year 2023 healthcare premiums are expected to increase by six percent, equivalent to the baseline inflationary rate for healthcare costs.		
<b>Total</b>	<b>(568,401)</b>	<b>0.0</b>

### Adopted Service Level Changes:

No adopted Service Level changes.

### Requested but Not Funded Service Level Changes:

No requested but not funded Service Level changes.

### Expenditure Summary

	FY 2022 Adopted	FY 2023 Adopted
Contractual Services	105,195,660	104,627,259
<b>Total</b>	<b>105,195,660</b>	<b>104,627,259</b>