

ORDINANCE No. 185968 As Amended

* Amend contract administered by the Bureau of Human Resources, Benefits and Wellness Office with BenefitHelp Solutions for Health Reimbursement Account Administration effective May 1, 2013 through June 30, 2014, for implementation of a Voluntary Retirement Incentive Program (Ordinance; amend Contract No. 30000523)

The City of Portland ordains:

Section 1. The Council finds:

1. City bureaus are facing up to a 10% reduction in their budgets for Fiscal Year 2013-2014 due to an estimated 25 million dollar budget shortfall. This will lead to a reduction in services to the public either through elimination of programs and/or reduction in staff.
2. Approximately one-third of the City's workforce is eligible to retire and according to a recent Bureau of Human Resources survey 53% of respondents indicated they could not afford to retire due to the cost of health care coverage to bridge the gap to Medicare eligibility.
3. Voluntary retirements could reduce the number of involuntary layoffs as bureaus reduce their budgets.
4. Implementation of a Voluntary Retirement Incentive Program, as provided in Exhibit A, would provide qualified participants with \$20,000 deposited in a Health Reimbursement Account (HRA) to help with the cost of health care coverage.
5. To implement the Voluntary Retirement Incentive Program, the Office of Management and Finance, Bureau of Human Resources requires the continuing provision of employee health and welfare administration as provided under PCC 5.33.220 and desires to amend its contract with BenefitHelp Solutions as identified in Exhibit B.
6. Implementation also requires establishing Health Reimbursement Accounts (HRA) to provide retirement incentives to qualified employees as identified in Exhibit C.
7. The City desires to adopt the City of Portland, Health Reimbursement Account Plan Document as identified in Exhibit D for the administration of the HRA.
8. The Health Fund Budgets for FY 2013-14 include appropriations in support of the benefit related contract identified above.

NOW THEREFORE, the Council directs:

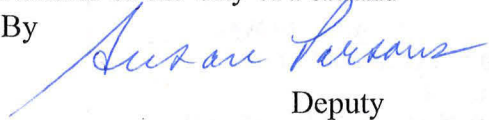
- a. Adoption of the Voluntary Retirement Incentive Program outlined in Exhibit A.

- b. The Mayor or the Director of Human Resources is hereby authorized to execute the contract amendments and any subsequent renewal during the term of the contract, substantially similar hereto as Exhibits B--D attached.
- c. The Mayor and the Auditor are hereby authorized to draw and deliver warrants not to exceed the amounts listed the amendment.
- d. The Director of the Bureau of Human Resources to enter into negotiations with the City's designated labor leaders to offer the Voluntary Retirement Incentive Program to represented employees as well as non-represented employees.

Section 2. The Council declares that an emergency exists in order to avoid undue and costly delay in providing benefits to plan participants; therefore, this ordinance shall be in full force and effect from and after its passage by Council.

Passed by the Council: APR 10 2013
Mayor Charles Hales
Office of Management and Finance
Prepared by: Jack Graham: Anna Kanwit: CB
Date Prepared: March 25, 2013

LaVonne Griffin-Valade
Auditor of the City of Portland
By


Deputy

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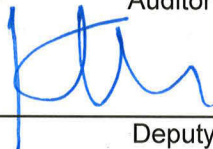




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Agenda No. **185968** As Amended
ORDINANCE NO.
 Title

Amend

* Authorize contract amendment administered by the Bureau of Human Resources, Benefits and Wellness Office with BenefitHelp Solutions for Health Reimbursement Account Administration effective May 1, 2013 through June 30, 2014, ~~Contract number 30000523~~ for implementation of a Voluntary Retirement Incentive Program. (Ordinance); amend Contract No. 30000523

INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales	CLERK USE: DATE FILED <u>APR 05 2013</u>
COMMISSIONER APPROVAL Mayor—Finance and Administration - Hales Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Novick	LaVonne Griffin-Valade Auditor of the City of Portland By:  Deputy
BUREAU APPROVAL Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham,  Anna Kanwit 	ACTION TAKEN:
Prepared by: Anna Kanwit  Date Prepared: March 27, 2013	
Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Council Meeting Date April 10, 2013	
City Attorney Approval:  required for contract, code, easement, franchise, comp plan, charter	

AGENDA
TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: <u>30</u> (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input checked="" type="checkbox"/> Total amount of time needed: <u>15</u> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAY
1. Fritz	1. Fritz	<input checked="" type="checkbox"/>	
2. Fish	2. Fish	<input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman	<input checked="" type="checkbox"/>	
4. Novick	4. Novick	<input checked="" type="checkbox"/>	
Hales	Hales	<input checked="" type="checkbox"/>	