

## **ORDINANCE No. 188206**

\* Authorize amendments to the Voluntary Retirement Incentive Program for 2017, Health Reimbursement Account Plan Document and Summary Plan Description administered by the Bureau of Human Resources, Health & Financial Benefits Office through June 30, 2022 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. Approximately one-quarter of the City's workforce is eligible to retire. Employees are concerned about the affordability of healthcare as many could not afford to bridge the cost gap to Medicare eligibility.
2. Voluntary retirements may reduce the number of involuntary layoffs as bureaus may be asked to reduce their budgets.
3. Implementation of a Voluntary Retirement Incentive Program, as provided in Exhibit A, would make available to qualified participants a sum of 15,000 deposited in a Health Reimbursement Account (HRA) to help with the cost of health care coverage (premiums and out-of-pockets expenses).
4. The City desires to amend the City of Portland, Health Reimbursement Account Program as identified in Exhibit A.
5. The City desires to amend the Health Reimbursement Account Plan Document to reflect appropriate changes regarding new and ongoing enrollees as identified in Exhibit B.
6. The City desires to amend the Health Reimbursement Summary Plan Description to reflect appropriate changes regarding new and ongoing enrollees as identified in Exhibit C.
7. The Health Fund Budgets for FY 2017-18 include appropriations in support of the administrative requirements of this program.


NOW THEREFORE, the Council directs:

- a. Amend the Voluntary Retirement Incentive Program outlined in Exhibit A.
- b. Amend the Health Reimbursement Account Plan Document as outlined in Exhibit B.
- c. Amend the Summary Plan Description as outlined in Exhibit C.
- d. The Mayor or the Director of Human Resources is hereby authorized to execute the amendments and any subsequent administrative renewals.

- e. The Mayor and the Auditor are hereby authorized to draw and deliver warrants not to exceed the amounts listed the amendment.
- f. The Director of the Bureau of Human Resources is authorized 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: JAN 25 2017  
Mayor Ted Wheeler  
Office of Management and Finance  
Prepared by: Anna Kanwit: CB  
Date Prepared: January 5, 2017

**Mary Hull Caballero**  
Auditor of the City of Portland  
By   
Deputy

Agenda No. **ORDINANCE NO. 188206**

Title

\* Authorize amendments to the Voluntary Retirement Incentive Program (VRIP) for 2017, Health Reimbursement Account Plan Document and Summary Plan Description administered by the Bureau of Human Resources, Health & Financial Benefits Office through June 30, 2022. (Ordinance).

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Ted Wheeler</b>	CLERK USE: DATE FILED <u>JAN 18 2017</u>
<b>COMMISSIONER APPROVAL</b>	Mary Hull Caballero Auditor of the City of Portland  By: <u><i>Susan Parsons</i></u> Deputy  <b>ACTION TAKEN:</b>
Mayor—Finance & Administration - Wheeler <input checked="" type="checkbox"/>	
Position 1/Utilities - Fritz	
Position 2/Works - Fish	
Position 3/Affairs - Saltzman	
Position 4/Safety - Eudaly	
<b>BUREAU APPROVAL</b>	
Bureau: Human Resources Bureau Head: Anna Kanwit <input checked="" type="checkbox"/>	
Prepared by: Cathy Bless Date Prepared: January 5, 2017	
Impact 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"/>	
<b>City Auditor Office Approval:</b> required for Code Ordinances	
<b>City Attorney Approval:</b> required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date <b>1-25-17</b>	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____ <b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input type="checkbox"/>
<b>REGULAR</b> <input checked="" type="checkbox"/> <b>Total amount of time needed: 10</b> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	<del>_____</del>	
3. Saltzman	3. Saltzman	✓	
4. Eudaly	4. Eudaly	✓	
Wheeler	Wheeler	✓	