

IMPACT STATEMENT

Legislation title: * Amend the City of Portland Employee Benefits Program and the City of Portland Health Reimbursement Account Plan Document to reflect necessary plan design changes as recommended by the Labor Management Benefits Committee (LMBC) and as administratively required by BHR for the City's self-insured and insured plan offerings beginning July 1, 2018. (Ordinance)

Contact name: Cathy Bless, Benefits Manager

Contact phone: 503-823-5207

Presenter name: Cathy Bless

Purpose of proposed legislation and background information:

This Ordinance reestablishes the 2018-19 City of Portland Employee Benefits Program and the 2018-19 City of Portland Health Reimbursement Account for participants who voluntarily resigned under the City's Voluntary Retirement Program offered in prior years. The updated Documents identify the provisions of the Cafeteria Plan, Health Reimbursement Accounts and the City's self-insured and insured benefit program offerings. These Plan documents are designed to permit an Eligible Employee to elect various Benefits and to pay for those Benefits with a combination of Employer Contributions and Employee Contributions. Employee Contributions may be paid on a pretax salary reduction basis under the Premium Payment Plan or with after-tax deductions, as permitted under the applicable federal codes. This document does not change specific policy regarding the Benefit Program

Financial and budgetary impacts:

The Health Operating Funds and Payroll Clearing Funds include the appropriation in support of the costs associated with the City of Portland Employee Benefit Program and programs requiring employee contributions. All expected costs are budgeted as part of existing contracts with program vendors.

Community impacts and community involvement:

There is no community impacts and/or community involvement as these are internal programs used to support employee health and welfare.

Budgetary Impact Worksheet**Does this action change appropriations?**

☐ **YES:** Please complete the information below.

☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount