

## ORDINANCE No. 186573

\* Amend the City of Portland Employee Benefits Program to reflect necessary plan design changes as recommended by the Labor Management Benefits Committee and as administratively required by Bureau of Human Resources for the City self-insured and insured plan offerings beginning July 1, 2014 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The Office of Management and Finance, Bureau of Human Resources requires the continuing provision of employee health and welfare administration.
2. In order to maintain employee health and welfare benefits on behalf of employees, retirees, COBRA and other self-pay participants and their eligible dependents, and to maintain the Premium Payment Plan, Medical Expense Reimbursement Plan ("MERP"), and the Dependent Care Assistance Plan ("DCAP") providing Qualified Benefits on behalf of employees, and their eligible dependents it is deemed appropriate and necessary to amend and restate the 2014-2015 City of Portland Employee Benefits Program effective July 1, 2014 in a form that is substantially similar to the attached Exhibit A.
3. The Office of Management and Finance, Bureau of Human Resources has worked collaboratively with the Labor Management Benefits Committee. The LMBC worked constructively to establish plan design recommendations for the City's self-insured plan, as modified within the City of Portland Employee Benefits Program, balancing the needs of plan participants while effectively limiting plan cost increases.

The Health Fund Budgets for FY 2014-15 and the Payroll Clearing Fund include appropriations in support of the plan design reflected within the City of Portland Employee Benefits Program as identified above.

NOW THEREFORE, the Council directs:

- a. The Council hereby amends and restates the City of Portland Employee Benefits Program, effective July 1, 2014, in a form substantially similar to the attached Exhibit A. The Mayor and the Director of Human Resources are hereby authorized to execute the plan document and any amendments during the plan year as required by law.

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.

CT 8881  
Passed by the Council: MAY 14 2014  
Mayor Charlie Hales  
Office of Management and Finance/BHR  
Prepared by: Cathy Bless  
Date Prepared: April 30, 2014

LaVonne Griffin-Valade  
Auditor of the City of Portland

By



Deputy

Agenda No. **186573**  
**ORDINANCE NO.**  
 Title

\* Amend the City of Portland Employee Benefits Program 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, 2014. (Ordinance)

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Charlie Hales</b>	CLERK USE: DATE FILED <u>MAY 09 2014</u>
<b>COMMISSIONER APPROVAL</b> Mayor—Finance and Administration - Hales	LaVonne Griffin-Valade Auditor of the City of Portland  By: <u>[Signature]</u> Deputy  <b>ACTION TAKEN:</b>
Position 1/Utilities - Fritz	
Position 2/Works - Fish	
Position 3/Affairs - Saltzman	
Position 4/Safety - Novick	
<b>BUREAU APPROVAL</b> Bureau: Human Resources Bureau Head: Anna Karwit	
Prepared by: Cathy Bless Date Prepared: April 30, 2014	
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"/>	
<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>May 14, 2014</b>	

<b>AGENDA</b>  <b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____  Total amount of time needed: _____ (for presentation, testimony and discussion)  <b>CONSENT</b> <input type="checkbox"/>  <b>REGULAR</b> <input checked="" type="checkbox"/> Total amount of time needed: <b>10</b> (for presentation, testimony and discussion)
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FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	