

**ORDINANCE No. 187109**

\* 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, 2015 (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 2015-2016 City of Portland Employee Benefits Program effective July 1, 2015 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 LMBC on plan design recommendations for the City's self-insured plan, as modified within the City of Portland Employee Benefits Program.

The Health Fund Budgets for FY 2015-16 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, 2015, 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.

Passed by the Council: MAY 06 2015

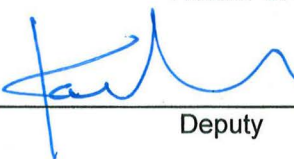
Commissioner: Mayor Charlie Hales  
Office of Management and Finance/BHR  
Prepared by: Cathy Bless  
Date Prepared: April 15, 2015

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

  
Deputy

437  
Agenda No.  
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Title

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<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Charlie Hales</b></p> <hr/> <p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p> <hr/> <p><b>BUREAU APPROVAL</b></p> <p>Bureau: Human Resources Bureau Head: Anna Kanwit</p> <hr/> <p>Prepared by: Cathy Bless Date Prepared: April 15, 2015</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <hr/> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <hr/> <p><b>City Auditor Office Approval:</b> required for Code Ordinances</p> <hr/> <p><b>City Attorney Approval:</b> required for contract, code, easement, franchise, comp plan, charter</p> <hr/> <p>Council Meeting Date <b>May 6, 2015</b></p>	<p>CLERK USE: DATE FILED <u>MAY 01 2015</u></p> <hr/> <p style="text-align: right;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p> <hr/> <p><b>ACTION TAKEN:</b></p>
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<p style="text-align: center;"><b>AGENDA</b></p> <hr/> <p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/> <b>Start time: 10:00 AM</b></p> <p><b>Total amount of time needed: 20</b> (for presentation, testimony and discussion)</p> <hr/> <p><b>CONSENT</b> <input type="checkbox"/></p> <hr/> <p><b>REGULAR</b> <input type="checkbox"/></p> <p><b>Total amount of time needed: _____</b> (for presentation, testimony and discussion)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 30%;">FOUR-FIFTHS AGENDA</th> <th colspan="2">COMMISSIONERS VOTED AS FOLLOWS:</th> </tr> <tr> <th></th> <th style="width: 30%;">YEAS</th> <th style="width: 30%;">NAYS</th> </tr> <tr> <td>1. Fritz</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>2. Fish</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>4. Novick</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>Hales</td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:			YEAS	NAYS	1. Fritz	✓		2. Fish	✓		3. Saltzman	✓		4. Novick	✓		Hales	✓	
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