

ORDINANCE No. 187 556

* Authorize amendments to the Voluntary Retirement Incentive Program, Health Reimbursement Account Plan Document and Summary Plan Description administered by the Bureau of Human Resources, Health & Financial Benefits Office through June 30, 2021 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. City bureaus are facing reductions in their budgets for Fiscal Year 2016-17 to fund necessary programs related to housing and homelessness.
2. 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.
3. Voluntary retirements may 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 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).
5. The City desires to amend the City of Portland, Health Reimbursement Account Program as identified in Exhibit A.
6. 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.
7. 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.
8. The Health Fund Budgets for FY 2016-17 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 20 2016
Mayor Charles Hales
Office of Management and Finance
Prepared by: Anna Kanwit: CB
Date Prepared: December 29, 2015

Mary Hull Caballero
Auditor of the City of Portland

By



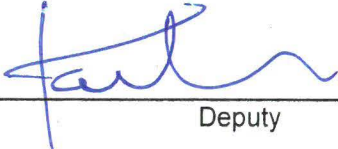
Deputy

Agenda No.
ORDINANCE NO.

187 556

Title

*Authorize amendments to the Voluntary Retirement Incentive Program (VRIP), Health Reimbursement Account Plan Document and Summary Plan Description administered by the Bureau of Human Resources, Health & Financial Benefits Office through June 30, 2021. (Ordinance)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p> <p>COMMISSIONER APPROVAL</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> <p>BUREAU APPROVAL</p> <p>Bureau: Human Resources Bureau Head: Anna Kanwit</p> <p>Prepared by: Cathy Bless Date Prepared: December 29, 2016</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date 1-13-16</p>	<p>CLERK USE: DATE FILED <u>JAN 12 2016</u></p> <p style="text-align: right;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p> <p>ACTION TAKEN:</p> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">APPROVED AS TO FORM</p> <p style="text-align: center; font-weight: bold; font-size: 1.2em;">CITY ATTORNEY</p>
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<p style="text-align: center;">AGENDA</p> <p>TIME CERTAIN <input type="checkbox"/> Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p> <p>CONSENT <input type="checkbox"/></p> <p>REGULAR <input checked="" type="checkbox"/> Total amount of time needed: 10 (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: 35%;">YEAS</th> <th style="width: 35%;">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 style="text-align: center;">_____</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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