

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 929

An ordinance creating a Multnomah County Employees' Benefits Board with the authority to approve health and welfare benefit plans, and declaring an emergency.

The Multnomah County Board of Commissioners Finds:

- a. As provided in MCC 7.102(A), the Department of Support Services directs and manages employee health and benefit programs for Multnomah County (County).
- b. The County employs individuals not covered by a collective bargaining agreement (exempt employees).
- c. The County currently bargains health and welfare benefits separately with each bargaining unit and develops a package of benefits for exempt employees.
- d. By having separate health and welfare benefits plans for different groups of employees, the County does not receive the advantages of having one health and welfare benefit plan for all County employees.
- e. The Board has a public interest in creating a cooperative labor-management forum for modifying employees' health and welfare benefits; represented and unrepresented employees will participate in this forum through individuals selected to be their representatives to the health and welfare benefits board.

Multnomah County Ordains as follows:

Section 1. The following provisions are added to MCC.Chapter 9

MULTNOMAH COUNTY EMPLOYEES' BENEFITS BOARD

9.230 ESTABLISHED; MEMBERSHIP

(A) There is a Multnomah County Employees' Benefits Board (MCEBB) with representation from County bargaining units and its non-represented employees.

(B) MCEBB membership shall consist of:

(1) Each participating Union or Association representing a bargaining unit of County employees as provided in their respective collective bargaining agreements.

(2) Exempt employees will be deemed a member unit with the same voting privileges as the bargaining unit members as provided below. The Chair will appoint two exempt employees. *One* will represent exempt employee *interests* and *one* will represent the County's interests as an employer. These appointees will be designated as the management unit.

9.231 DEFINITION; PURPOSE.

(A) For purposes of this ordinance, health and welfare benefits mean the health and welfare benefits described in the collective bargaining agreement.

(B) The purpose of the MCEBB is to:

(1) Provide a forum for education and discussion regarding County health and welfare issues;

(2) Study and recommend methods of providing county health and welfare benefits;

(3) Consider health and welfare benefits as part of total employee compensation; and

(4) Facilitate implementation of legally mandated changes to the health and welfare benefits.

(5) Provide a process for modifying health and welfare benefits from time to time (or between plan periods).

9.232 AUTHORITY. The MCEBB has authority to approve changes to the health and welfare benefit plans proposed for consideration by the Department of Support Services. A proposed change may only be approved by unanimous vote. Approved changes will be implemented by the Department of Support Services.

9.233 **MEETINGS.** The MCEBB will meet at least quarterly.

9.234 **VOTING.** Each bargaining unit will have *one* vote. The Chair will designate one of the two management members to cast the management unit vote.

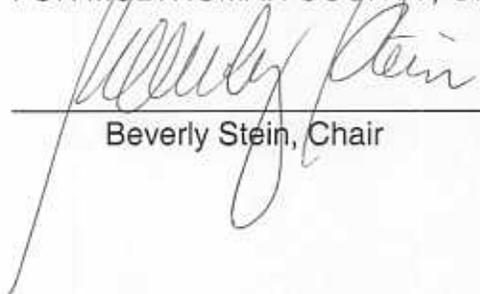
Section 2. This ordinance, being necessary for the health, safety, and general welfare of the people of Multnomah County, an emergency is declared and the ordinance shall take effect upon its execution by the County Chair, pursuant to section 5.50 of the Charter of Multnomah County.

FIRST READING AND ENACTMENT:

March 18, 1999



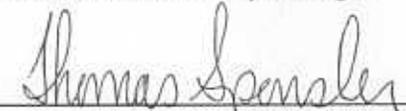
BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON



Beverly Stein, Chair

REVIEWED:

Thomas Sponsler, County Counsel
For Multnomah County, Oregon

By 

Thomas Sponsler, County Counsel