

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 01-156

Relating to Benefits for Employees Not Covered by Collective Bargaining Agreements and Repealing Resolution No. 01-092.

The Multnomah County Board of Commissioners Finds:

- a. The County has executive, management and confidential employees not covered by collective bargaining agreements.
- b. The Board adopted compensation policy is found in MCC 9.202.
- c. The Chair is responsible for developing and presenting annual compensation plan adjustment recommendations to the Board, including changes to the benefits program.
- d. The County will provide health insurance benefits as approved by the Employee Benefits Board for executive, management and confidential employees, and elected officials.
- e. The County will continue other current benefits for executive, management and confidential employees and elected officials.

The Multnomah County Board of Commissioners Resolves:

Section 1. Definitions.

(A) Full-time Employee means an employee regularly scheduled to work at least 32 hours per week (0.8 FTE), or an employee regularly scheduled to work at least 30 hours per week (0.75 FTE), if on a 10-hour per day schedule.

(B) Part-time Employee means an employee regularly scheduled to work at least 20 hours per week (0.5 FTE), but less than full-time.

Section 2. Benefits for Executive and Management Employees.

Full-time and part-time executive and management employees receive benefits as provided in the compensation plan, including benefits established by executive rule as part of the compensation plan, and this resolution.

Section 3. Paid Holidays.

(A) Holidays

- (1) Any day declared a holiday by the Board of County Commissioners
- (2) New Year's Day (January 1)

- (3) Dr. Rev. Martin Luther King, Jr.'s birthday (third Monday in January)
- (4) President's Day (third Monday in February)
- (5) Memorial Day (last Monday in May)
- (6) Independence Day (July 4)
- (7) Labor Day (first Monday in September)
- (8) Veteran's Day (November 11); except Library employees
- (9) Thanksgiving Day (fourth Thursday in November)

(10) Eight hours to be used between Thanksgiving and New Year's, or for any religious holiday during the fiscal year, except Library employees must use this time on December 24th. The eight-hours will be prorated for part-time employees based on their normal FTE.

(11) Christmas Day (December 25) or, with supervisory approval, this day may be traded for any other religious holiday during the fiscal year, provided the employee uses paid leave for or works on Dec. 25.

(B) Instead of the holidays listed above, Sheriff's Office employees receive 12 personal holidays per year on each July 1 that may be used at the discretion of the employee with the consent of the appointing manager.

Section 4. Disability.

Each executive and management employee will enroll in County-paid short-term and long-term disability programs. The plan documents will establish specific terms and conditions for these programs.

Section 5. Health & Life Insurance; Flexible Spending Accounts.

(A) Medical, Vision and Dental Insurance

(1) Premium Payments. The County pays the monthly premiums for medical, vision and dental benefits for full-time executive and management employees and employees' eligible dependents as approved by the Employee Benefits Board. Employees may pay premium contributions toward county medical and dental with pre-tax dollars through payroll deduction according to guidelines for premium conversion in the Internal Revenue Code Section 125.

(2) Coverage. Coverage is provided for employees and their immediate families, i.e., spouses and eligible dependent children. Any child whose medical/dental coverage must be paid by court order is an "eligible dependent child" for purposes of

coverage. In lieu of spouse coverage an employee may enroll a domestic partner and the partner's eligible dependents. This coverage is subject to the selected health insurance plan document and executive rules concerning marriage and domestic partnership.

(B) Flexible Spending Accounts.

Executive and management employees may participate in medical expense flexible spending accounts and dependent care flexible spending accounts under Internal Revenue Service Code Section 125. The flexible spending accounts are fully described in Section 125 plan documents.

(C) Life Insurance.

(1) The County insures each executive and management employee, at no charge, under a term life insurance policy for the employee's base annual salary, up to a maximum of \$50,000.

(2) The County insures each executive and management employee retiree who has at least 10 years of County service, at no charge, under a \$2,000 term life insurance policy during the period the retiree receives pension benefits.

(3) The County may provide executive and management employees the option of purchasing supplemental term life.

(D) Terms and Conditions.

Specific terms and conditions of insurance programs are controlled by the plan documents and by executive rules established by the Chair.

Section 6. Bus Pass Program.

The County contributes to the monthly cost of Tri-Met or C-Tran public bus passes used for employees commuting to and from work. The monthly dollar amount contributed will not exceed the maximum non-taxable amount allowed by IRS regulations.

Section 7. Pensions.

(A) This resolution does not affect benefits of Library executive and management employees under the Library Association of Portland pension plan.

(B) Executive and management employees are eligible to participate in the Oregon Public Employees Retirement System (PERS).

(C) In addition to salaries paid to executive and management employees and in lieu of employee contributions to PERS, the County assumes or "picks up" the uniform six percent of salary contribution as permitted by state law.

(D) The full amount of contributions "picked up" is considered salary only for computing an employee member's final average salary under state law.

(E) The full amount of contributions "picked up" is added to employees' individual account balances for their annuities and is considered employee contributions for all other purposes of state law.

Section 8. Benefits for Less than Part-time, Temporary, and Confidential.

(A) Executive and management employees who are regularly scheduled to work less than 20 hours per week or .5 FTE receive only the employee benefits required by state or federal law.

(B) Temporary appointees to executive and management positions who are regularly scheduled to work 20 or more hours per week or at least .5 FTE receive all employee benefits. No other temporary worker or on-call employee receives benefits.

(C) Confidential employees receive the benefits provided for equivalent positions subject to collective bargaining agreements.

Section 9. Benefits for Elected Officials

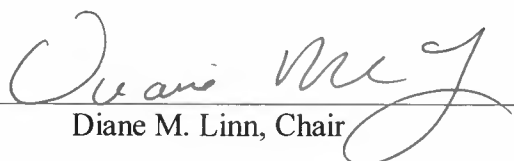
Elected Officials receive the following benefits as provided for executive employees: Health & Life Insurance; Flexible Spending (Section 5(A), (B) (C)1 and 3, and (D)); Deferred Compensation Program; Bus Pass Program (Section 6); Pensions (Section 7); and Workers' Compensation and Supplemental Benefits.

Section 10. This resolution takes effect and Resolution No. 01-092 is repealed on November 22, 2001.

ADOPTED this 29th day of November, 2001.




BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Diane M. Linn, Chair

REVIEWED:

THOMAS SPONSLER, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Thomas Sponsler, County Attorney