

## Lane County - Service Option Sheet - FY 16-17 Proposed

### SOS C15 Employee Benefits & Wellness

Dept: Human Resources

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Service Category: Central Services

Mandate: None

Related

**SHALL**

Leverage: None

Some

HIGH

### Executive Summary

The Employee Benefits and Wellness Division manages and maintains a sustainable benefits program. Employee benefits include items such as medical, dental, life insurance, PERS, flexible spending and employee assistance program. Benefits are determined by union contract and the Board of County Commissioners. Benefits are provided to eligible Lane County employees and family members, as well as retired employees. State and federal rules govern the various types of leave programs that must be managed through the employee benefits unit. In addition to benefit and leave management, the program focuses on employee wellness.

	Revenue	Expense Total	General Fund	FTE
<b>Proposed Budget Total</b>	\$478,746	\$471,875	(\$6,871)	4.00
<b>Level 1: Threshold</b> - reductions to this level results in elimination of service	\$478,746	\$471,875	(\$6,871)	4.00

The Benefits & Wellness unit manages the countywide benefits program, including medical, dental, vision and retiree medical. Ensures Health Care Reform is managed for its implementation effectively and timely for all county employees, as per the final employer shared responsibility regulations for applicable large employers that were issued in 2014. Administers Short and Long Term Disability and Family Medical Leave Act and Oregon Family Leave Act. This division oversees contracting and request for proposal processes for all healthcare and related benefit providers. Administers COBRA benefits for terminated employees. Provides additional support to Labor Relations processing personnel actions (hiring, termination, and changes within the HRIS system for employees). Manages contract with Marathon Health for the employee health center.

### State/Federal Mandate

IRS, Section 4980H, 26 CFR Parts 1, 54 and 301; REG-125398-12, 78 FR 25909, Minimum Value of Eligible Employer-Sponsored Plans; REG-136630-12, 78 FR 54996, Reporting on Health Coverage by Employers; REG-140038-10, 76 FR 52475, Summary of Benefits and Coverage ORS 654(Oregon Safe Employment Act); Fed Occ & Safety Act; ORS 659A.040-659A.052 (Civil Rights, Unlawful Empl practices for injured workers). Current staffing meets minimum requirements to avoid penalties and protect County employees and assets. / OAR 436 Work Consolidated Omnibus Reconciliation Act(COBRA); Federal Medical Leave Act(FMLA);Americans w/Disabilities Act(ADA) ;Uniformed Serv Empl & Reemployment Rights Act (USERRA); ORS 238&238a-(PERS);OAR 839.009-(OFLA) ORS 659A.150-659A.186;IRS Code-Deferred Comp;current bargaining agreements. These are "shall" mandates.

### Leverage Details

The General Fund portion of this program leverages the following:

\$0	back to the Discretionary General Fund
\$0	into other non discretionary County Funds
\$0	directly to community members via service provided

For the purpose of this comparison, only include leveraged funds that are dependent on General Fund revenue. Do not include funds that would still be leveraged if the General Fund portion of the service were decreased or eliminated.