Workforce Wellness Solutions manages the County-wide benefits program, including self-insured medical, dental, vision and retiree medical. Ensures compliance with Health Care Reform and responsible for its implementation effectively and timely, as per the final employer shared responsibility regulations for applicable large employers that were issued in 2014. Administers Short and Long Term Disability, Family Medical Leave Act and Oregon Family Leave Act, 401(a) and 457 deferred compensation plans. Oversees contracting and request for proposal processes for all healthcare and related benefit providers. Ensures compliance with COBRA. Provides technical and customer support to County-wide benefits program and monitors eligibility and enrollment. Accommodates employee and retiree meetings throughout the year and provides requested information. Processes leave and disability claims in a timely fashion. Administers employee Wellness Program and works with third party providers to assist employees with customer service needs. Works to promote a safe and healthy work environment through the use of the Live Well Center and other wellness incentives/initiatives. Partners with budget and finance staff to monitor the Employee Benefits Fund, the Retiree Benefit Trust Fund and the Self Insurance sub-fund. Coordinates actuarial and valuation studies.

HRIM provides executive level reporting for departments on employment statistics. Processes all personnel actions (hiring, termination, and changes within the Human Resources Information System, including classification and compensation structures). Conducts business analysis on Human Resources initiatives, processes and projects.

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); Self-Insured Plan PCOR 26 CFR Parts 40, 46, and 602; 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. CMS Notices and Reporting; OAR 436 Work Consolidated Omnibus Budget Reconciliation Act (COBRA); Family & 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; GINA 29 CFR, Part 1635; IRS Code-Deferred Comp 401(a) and 457; current bargaining agreements. IRS, Section 125 Flex Spending Account. 41 CFR 60-3; Title VII Section2000-e; ADA 12112; ADEA 623; FCRA 604; OAR Div20; ORS652, 653, 29; CFR 541; EPA 206; ORS192.001; ORS 652.750; OAR166-150-0160; 29 CFR Chapter 5; OAR 839-020-0080; ORS653.050; 29CFR 1602.14; INA Title1, Part A, Section101; 29 CFR Chapter XIV,1602.29,1602.31; SB583; ORS653.050,65310,653.31. 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 (child support payments)