

Lane County, Oregon

FY 08-09 Service Options Sheet

Service: **Benefits**
 Dept: Human Resources
 Program Contact: Karen Artiaco
 Contact Phone: 682-4221

BCC Service Priorities:
 Fund: **124** Dept. Org ID: 5640042
 Dept. Priority: _____ of _____
 Fund Priority: _____ of _____

Executive Summary

Employee Benefits meets the varied needs of Lane County's employees, and supports recruitment and retention goals by managing a sustainable benefits program in balance with other forms of employee compensation. Available employee benefits are determined by union contracts and actions of the BCC. State and Federal rules govern the various type of leave programs that must be managed through Employee Benefits, as well as unemployment and retirement plans.

State/Federal Mandate

Consolidated Omnibus Reconciliation Act(COBRA);Federal Medical Leave Act(FMLA);Americans w/Disabilities Act(ADA);Uniformed Serv Empl & Reemplmt Rights Act (USERRA);ORS 238&238a-(PERS);OAR 839.009-(OFLA);ORS 471-Unemp Ins;IRS Code-Deferred Comp;current bargaining agreements. These are all "shall" Mandates. Current staffing meets minimum requirements to avoid penalties.

Outcome Measure/s

Protect the County from Federal and State fines and censures, and union grievances due to inappropriate administration of benefits and leave programs.

Service Level Descriptions. Level 1 (very bottom) = Threshold Level Below Which Service Cannot Be Provided

X=Funded	Proposed Service Funding >>	Other Funds	Expense Total	General Fund	FTE
		274,295	283,217	8,922	2.50
<input checked="" type="checkbox"/>	Level 2:		72,528	72,528	1.00
Administer Employee Leave requests under applicable Federal and State rules (e.g., FMLA, OFLA, STD, LTD), retirement preparation and retiree consultations.					
<input checked="" type="checkbox"/>	Level 1:	274,295	210,689	(63,606)	1.50
Manage the health insurance program for approximately 1450 employees and 500 qualifying retirees, as well as term life insurance, short and long term disability programs, and PERS. Key outcomes are to avoid Federal and State penalties for non-compliance and maintain and support benefit programs as required by union contracts.					

Ver: 12/18/07d-ji

- "Shall" Mandate
- Related Mandate
- No Clear Mandate
- Highly Leveraged to County provided service (100% return or greater)
- Leverages Funds to County
- Leverages Funding for Citizens and/or Community Organizations

Leverage Details

At the FY 07-08 level of service, the GF _____ \$0 back to the General Fund
 _____ \$0 into other County Funds
 portion of this program leverages: _____ \$0 directly or via subcontract to community orgs
 _____ \$0 directly to citizens via services provided

0.00% County Funds Leverage Ratio

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.

Please use this space to explain the Proposed Service Level Funding impact on leverage of the varying levels of service described above.