

A RESOLUTION ADOPTING EMPLOYEE BENEFIT POLICIES AND PROCEDURES FOR THE CITY OF TROUTDALE.

WHEREAS, Section 3 of Ordinance 240 states "Personnel rules shall be adopted and amended by resolution by the Common Council."; and,

WHEREAS, "The Personnel System Ordinance" states that "compensation shall be based on principles of fairness and financial ability of the City."; and,

WHEREAS, no formal distinction between categories of employees with regard to fringe benefit eligibility has been made; NOW, THEREFORE,

BE IT RESOLVED BY THE COMMON COUNCIL OF THE CITY OF TROUTDALE THAT THE PERSONNEL RULES ARE AMENDED TO INCLUDE:

SECTION 1. DEFINITIONS

- 1.1 "Employee, Permanent or Regular" shall be: An employee appointed to a position of ongoing function in the budget who has successfully completed the probationary period of his/her position and is legally an incumbent of an authorized position.
- 1.2 "Employee, Temporary" shall be: An employee filling a position with a set time limit (e.g., project) or duration (e.g., covering for a permanent employee's absence or leave). Temporary employees can be terminated at the employer's discretion.
- 1.3 Benefits package means Public Employees Retirement System, Kaiser Medical or Blue Cross Medical, Blue Cross dental, group life and salary continuation programs in addition to the mandatory Federal Insurance Contributions Act (FICA), State Accident Insurance Fund (SAIF), and State Unemployment Insurance (SUI) programs.

SECTION 2. BENEFITS

2.1 PERMANENT PART-TIME

- 2.1.1 Permanent Part-Time Probationary - Employee has the option not to enroll at all, or to later enroll on enrollment date (Feb. 1). The employee will be responsible for 50% of his single premium and also has the option of paying full amount for his family.
- 2.1.2 Permanent Part-Time Tenured - (after 6 or 9 mos.) Employee has the option not to enroll at all, or to later enroll on enrollment date (Feb. 1). At the end of the probation period the City will pay pro rata percent of full work week for employee and family premium if employee desires to pay pro rata percent balance.
- 2.1.3 Permanent Part-Time Discretionary - (Senior Managers) City pays for full benefit package for employee and dependents at time of hire.

2.2 PERMANENT EMPLOYEE ON LEAVE OF ABSENCE

Employee may continue to pre-pay 100% of premium with City Recorder. Eligibility continues for 3 months only.

2.3 PERMANENT EMPLOYEE ON MEDICAL LEAVE

Employee is covered for three (3) months and the City may apply on behalf of employee for a three month extension. The employee pre-pays 100% with City Recorder.

SECTION 3. OTHER

3.1 The Mayor may authorize new additions to the benefits package for employee so long as there is no direct cost to the City.

SECTION 4. ADMINISTRATION

4.1 The City Administrator is directed to combine this Resolution in a form consistent with prior rules and regulations and publish the revised rules.

ADOPTED BY THE COMMON COUNCIL OF THE CITY OF TROUTDALE THIS 28th DAY OF June, 1979.

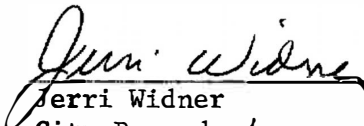
YEAS: 4

NAYS: 0



R. M. Sturges, Mayor

ATTEST:



Jerri Widner  
City Recorder/  
Finance Director

EXHIBIT A - RESOLUTION NO. 273

<u>BENEFIT CATEGORIES:</u>	<u>FICA</u>	<u>SAIF</u>	<u>SUI</u>	<u>PERS</u>	<u>KAISER</u>	<u>BLUE CROSS</u>	<u>DENTAL</u>	<u>LIFE</u>	<u>SAL.CONT.</u>
• TEMPORARY/PT Typists & Oleg (under 20 hrs/wk)	X	X	X	After 6 mos & 600 hrs					
• TEMPORARY/PT Intern (btwn. 20-30 hrs/wk)	X	X	X	After 6 mos & 600 hrs					
• TEMPORARY/FT Intern (over 30 hrs/wk)	X	X	X	After 6 mos & 600 hrs					
• PERMANENT/PT Alex (under 20 hrs/wk)	X	X	X	After 6 mos & 600 hrs					
• PERMANENT/PT ( btwn. 20-30 hrs/wk)									
• PROBATIONARY Under 4-9 mos.	X	X	X	After 6 mos & 600 hrs		Employee has option not to enroll at all, or to enroll later on enrollment date (Feb. 1). 50/50 employee only, or employee pays difference for family.			
• TENURED Job-Sharing & Cathy	X	X	X	After 6 mos & 600 hrs		City will pay pro rata % of full work week if employee desires to pay pro rata % balance; 50/50 full family			
• PERMANENT/FT									
• PROBATIONARY Under 4-9 mos.	X	X	X	After 6 mos & 600 hrs		Employee only but employee option to pay for family coverage			
• TENURED Most employees	X	X	X	After 6 mos & 600 hrs		City pays for employee and dependents at earliest enrollment date			
• DISCRETIONARY Senior Managers	X	X	X	After 6 mos & 600 hrs		City pays for employee and dependents at time of hire			
• PERMANENT/ON LEAVE									
• LEAVE OF ABSENCE						Employee has option to pre-pay 100% with City Recorder. Leave eligibility is for 3 months only			
• MEDICAL LEAVE OF ABSENCE						Employee may pre-pay 100% with City Recorder. City can request extension of 3 months which must then be pre-paid			