

RESOLUTION NO. 2116

A RESOLUTION PROVIDING FOR CHANGES IN NONREPRESENTED EMPLOYEE HEALTH INSURANCE BENEFITS

THE TROUTDALE CITY COUNCIL FINDS AS FOLLOWS:

1. The cost of insurance benefits for employees can increase dramatically from year to year and create instability in the City's proposed budget.
2. The City requires flexibility in selecting a cost-effective manner to provide insurance benefits for non-represented employees, in order to promote the efficient and effective provision of City services, and flexibility in negotiating collective bargaining agreements with the City's unions.
3. The City's current policy for non-represented employees, requiring the City to provide insurance benefits "equal to those provided to AFSCME employees," limits the City flexibility.
4. Resolution No. 1839 adopted on September 26, 2008 established the City Council desires to provide equitable and comparable compensation to non-represented employees, as incorporated into the Employee Handbook adopted December 9, 2009 by Resolution No. 1974.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TROUTDALE:

Section 1. the second paragraph below shall be incorporated into the City's Policy, page 9 of the Employee Handbook, regarding compensation and benefits for non-represented employees:

VI.L. Non-represented Employees

"It is the policy of the City that Non-represented Employees have the same benefits and compensation adjustments that are equal to those provided to AFSCME employees. Which included cost of living adjustments (COLA's), health care, leave (such as vacation, holiday and sick), and retirement benefits. The exception to this benefit compensation package is that Department Heads begin with three weeks of vacation time and then will accrue vacation time on a continues years of service. Department heads and managers that do not receive overtime compensation will receive "like-time" which will accrue on an hour per hour basis."

<< insert >>

"However, non-represented employees need not be provided the same insurance benefits as AFSCME employees, but may be provided with other insurance benefits as the City deems to be cost-effective and appropriate in order to attract

and retain qualified non-represented employees. The City reserves the right to modify or discontinue its insurance plans for non-represented employees as it deems necessary, and employees shall receive advance notice of such changes before they become effective.”

Section 2. The City Manager or his designee is authorized to take necessary action to implement and administer, select, negotiate and enter into arrangements for insurance benefits for non-represented employees consistent with Section 1 above.

Section 3: This resolution is effective upon passage.

YEAS: 7
NAYS: 0
ABSTAINED: 0

Mayor Jim Kight
Mayor Jim Kight

July 5, 2011
Date

Sarah Skroch
Sarah Skroch, Deputy City Recorder
Adopted: June 28, 2011