

City Proposal to DCTU
DCTU Successor Negotiations
April 1, 2021

Article 17. Health and Life Insurance

Commented [KA1]: CCL for Article 17. Update LMBC only.

17.1 Labor/Management Benefits Committee

17.1.1 The parties agree to the continuation of the City-wide Labor/Management Benefits committee. The committee will consist of ~~sixteen (16)~~ 14 members. One member shall be appointed from each of the following labor organizations: the District Council of Trade Unions (DCTU), the Portland Fire Fighters' Association (PFFA), the Professional and Technical Employees, Local 17 (PROTEC17) ~~Local 17 (PTE-17)~~, Portland Police Association representing Emergency Communications Operators (BOEC), Laborers' Local 483, representing Recreation ~~Instructors Employees~~ (Recreation, the Portland Police Commanding Officers Association (PPCOA), ~~AFSCME Local 189 representing the Portland Housing Bureau (PHB), and effective July 1, 2017, Laborers' Local 483 representing and~~ LiUNA Local 483, Portland City Laborers. The remaining ~~eight (8)~~ seven (7) members shall be appointed by the City.

Commented [KA2]: Updated to reflect correct number of committee members for the City

17.1.2 A quorum of 12 fourteen (14) voting members is required for the committee to take action. An absent committee member may designate a substitute with full voting authority, ~~or designate another committee member as proxy to vote on the absent committee member's behalf.~~ Any committee member may invite one or more visitors to attend committee meetings. Any vacant committee position may not designate or substitute voting authority.

17.1.3 The committee shall select its chairperson, who shall serve at the will of the committee.

17.1.4 In order to make a recommendation to the City Council, at least 12 fourteen (14) committee members must vote in favor of the recommendation. The committee shall be responsible for establishing internal committee voting and decision-making processes.

17.1.5 Members of the committee shall be allowed to attend committee meetings on-duty time. In the event meetings are scheduled outside the regular shift hours of a committee member, the City shall make every effort to adjust the shift of the member to allow the member to attend while on duty.

17.1.6 The committee shall meet at least quarterly, and shall make written recommendations regarding plan design changes in the employee benefits program to the City Council no later than April 1st of each year.

17.1.7 The City Council shall retain the discretion to implement or reject any of the committee's recommendations. In the event the committee makes a recommendation that is consistent with the committee's authority, is actuarially sound and meets all the requirements of federal, state and local laws, and Council rejects the recommendation, any reductions in plan costs that may have occurred due to the change in plan design, will be treated as having occurred for the purposes of calculating the maximum ~~C~~city contribution under this agreement. These costs will be calculated by evaluating the premiums and/or rates as if the changes had occurred, the rates and/or

City Proposal to DCTU
DCTU Successor Negotiations
April 1, 2021

premiums absent the changes, and the number of participants under the plan(s) involved. (For example, if the self-insured plan two party rate would be \$298 per employee per month with the addition of a benefit design change "X", but Council rejects the design change and therefore the two party rate is \$350 per month per employee, the City contribution will be increased \$52 per month per employee on the self-insured plan to give credit for the change.)