

MAR 14 1991

COUNTY CLERK THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON  
FOR LANE COUNTY OR  
BY Ann DeBoer

ORDER NO. 91-3-6-9

) IN THE MATTER OF AMENDING CHAPTER  
) 2 OF LANE MANUAL TO ELIMINATE  
) COUNTY-PAID HEALTH INSURANCE OF  
) CERTAIN EMPLOYEES HIRED ON OR  
) AFTER MARCH 6, 1991 (LM 2.300(2))  
) AND AMENDING PROVISIONS CONCERN-  
) ING MANDATORY RETIREMENT AGE  
) (LM 2.295)

WHEREAS, LM 2.300(2) provides:

"(2) Retired Employees. Upon retirement, all employees who have worked 10 continuous years prior to age 70 shall be eligible for County-paid health insurance and may transfer from the active group to the retired group."

WHEREAS, as previously ordered by the Board, this provision has been modified through negotiations with the various unions representing County employees limiting eligibility for County-paid health insurance benefits after 10 continuous years to only those eligible employees hired on or before a date certain; and

WHEREAS, as previously ordered by the Board, this provision has been modified through negotiations with the various unions representing County employees limiting eligibility for County-paid health insurance benefits after 20 continuous years to those eligible employees hired on or after a date certain; and

WHEREAS, the County is anticipating future decreases in revenue, and

WHEREAS, the cost of providing health insurance benefits has steadily increased, and it is anticipated this increase will continue, and

WHEREAS, it is necessary for the Board to reduce its future liabilities, it is hereby

ORDERED that Chapter 2 of Lane Manual is hereby amended by removing and adding the following page:

REMOVE THIS PAGE

INSERT THIS PAGE

2.295(1) - 2.305(2),  
i.e. 2-32

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i.e. 2-32

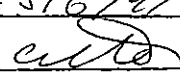
1 - IN THE MATTER OF AMENDING CHAPTER 2 OF LANE MANUAL TO ELIMINATE COUNTY-PAID HEALTH INSURANCE OF CERTAIN EMPLOYEES HIRED ON OR AFTER MARCH 6, 1991 (LM 2.300(2)) AND AMENDING PROVISIONS CONCERNING MANDATORY RETIREMENT AGE (LM 2.295)

Said page is are attached hereto and incorporated herein by reference. The purpose of this substitution is to eliminate County-paid health insurance of certain employees hired on or after March 6, 1991 (LM 2.300(2), and it is further

ORDERED that where provisions of Lane Manual 2.300(2) are inconsistent with properly negotiated and ratified working agreements concluded through collective bargaining agreements between Lane County and duly certified representatives, the terms of such agreements shall prevail.

Adopted this 6th day of March, 1991.

  
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Chair, Lane County Board of Commissioners

APPROVED AS TO FORM  
DATE 3/6/91 by county  
  
OFFICE OF LEGAL COUNSEL

2.295 RULE XIII: Retirement.

(1) Retirement shall not be considered mandatory upon an employee reaching any specific age.

2.300 RULE XIV: Health and Life Insurance.

(1) Employees in permanent positions, or in temporary positions budgeted or approved for periods in excess of six months, and who actively work 20 hours or more each week shall be eligible for County-paid life and health insurance beginning with the first of the month following completion of 30 calendar days of continuous service. Other temporary or seasonal employees are not eligible for County group health or life insurance.

(2) Retired Employees.

(a) Upon retirement, all employees employed in permanent positions on or before March 5, 1991, and who have worked 10 continuous years prior to age 70 shall be eligible for County-paid health insurance and may transfer from the active group to the retired group.

(b) Upon retirement all employees hired on or after March 6, 1991, shall not be eligible for health insurance benefits on a County paid or self-paid basis.

(3) Medicare Reimbursement. Medicare supplemental medical insurance premiums paid to the Federal Social Security Administration by retired employees eligible for County-paid health insurance shall be considered as part of the cost of such insurance and eligible retired employees shall be reimbursed at least quarterly for any such Medicare premiums paid by them.

2.305 RULE XV: Outside Employment.

(1) Employees shall not engage in compensated outside employment (moonlighting) without prior approval of the County. Employees desiring to engage in such activities shall submit a written request describing the particulars of the activity to the Department Head.

(2) In the event the request is for a single, short-term instance of less than 30 days in duration, the Department Head may approve the request. It shall be the responsibility of the Department Head to assure that employees refrain from engaging in such activities which may cause a potential conflict of interest or otherwise cause criticism or embarrassment to the County.

2.295 RULE XIII: Retirement.

(1) Retirement shall not be considered mandatory upon an employee reaching [the age of 70] any specific age. [Appointing authorities may hire persons over the age of 70, but only as temporary or seasonal employees and not in any position that would be construed as permanent or permanent part-time and subject to the limitations provided by law.]

Continued employment beyond age 65 may not entitle the employee to full fringe benefits. Fringe benefits to continued employees will be provided to the extent determined by Board policies.]

2.300 RULE XIV: Health and Life Insurance.

(1) Employees in permanent positions, or in temporary positions budgeted or approved for periods in excess of six months, and who actively work 20 hours or more each week shall be eligible for County-paid life and health insurance beginning with the first of the month following completion of 30 calendar days of continuous service. Other temporary or seasonal employees are not eligible for County group health or life insurance.

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