

Division: Central Human Resources

Program Characteristics:

Program Description

Multnomah County's Employee Benefits team provides Employee Benefits and Wellness administration for all benefits-eligible employees, their families, and retirees. Operating under Oregon law and labor contracts, the team ensures fiscal responsibility while offering comprehensive coverage options.

Key program activities include:

Operations & Oversight: The team manages all aspects of employee benefits, including ensuring a menu of options, overseeing vendor performance, handling enrollments and payments, and acting as the main point of contact to help employees resolve complex or escalated healthcare and insurance issues.

Leave, Disability & ADA: The office manages state and federal protected leaves, coordinating with Paid Leave Oregon (PLO). The benefits office began managing the Americans with Disabilities Act (ADA) compliance in FY 2026, marking the first step in a new shared services model for the County.

Trauma Support: The Workforce Trauma Support Program provides culturally responsive, trauma-informed consulting and training. This ensures the County is equipped to respond to workplace crises through an equity-centered lens.

Equity Statement

Staff maintain compliance and apply the County's core values of equity and inclusion. This program addresses systemic barriers employees face when using healthcare programs and services from outside companies. It advocates for vendors to use inclusive language, create services that are easier to access, and ensure they have a diverse network of providers who understand and respect different cultures and identities.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$0	\$4,780,686	\$0	\$5,171,165
Contractual Services	\$0	\$1,946,802	\$0	\$1,902,897
Materials & Supplies	\$0	\$163,451,086	\$0	\$155,731,380
Internal Services	\$0	\$409,757	\$0	\$441,216
Total GF/non-GF	\$0	\$170,588,331	\$0	\$163,246,658
Total Expenses:	\$170,588,331		\$163,246,658	
Program FTE	0.00	16.62	0.00	18.62
Program Revenues				
Other / Miscellaneous	\$0	\$167,244,176	\$0	\$159,021,534
Service Charges	\$0	\$17,120	\$0	\$17,120
Total Revenue	\$0	\$167,261,296	\$0	\$159,038,654

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Medical Plan Member Count	14,002	14,094	14,050
1095-C Tax Documents created and offered to all eligible employees and retirees.	6,652	6,500	6,500