

**Memorandum of Understanding
between
Multnomah County and Multnomah County Retiree who is:**

- 1) Enrolled in the Multnomah County Retiree Health or Life Insurance Program, and
- 2) Returns to work in a **Temporary with Benefits** Non-represented position.

Manager or HR Rep – Complete the following information:

Retiree's Name:			
Employee ID #:		Department:	
Retirement Date:		Rehire Date:	
Cost Center(s) or MOCS:		Employee Type:	
NOTE:	<i>Retiree and/or Manager are responsible for notifying the Benefits Office if the Cost Center(s) and/or MOCS change during County employment.</i>		

County retiree rehired in a temporary with benefits position is eligible for the benefits listed below.

County Retiree Health and/or Life Insurance Benefits:

County retiree will remain enrolled in the County Retiree Health Insurance Program; however, the health insurance providers will move retirees enrolled in Kaiser Senior Advantage to a "Working Retiree" plan in order to comply with Medicare regulations. Under the Working Retiree plans, Medicare processes claims as secondary health insurance. Working Retiree Kaiser medical plan premiums are equivalent to active County employee rates, which may impact retirees who are not approved for the County Retiree medical subsidy.

Payment of County retiree health insurance premium is established in Personnel Rule 4-20-140(D). The premium payment arrangement ends on the last day of the month County retiree is a "temporary with benefits" employee.

Manager or HR – Select one:

- Retiree was previously approved for and enrolled in a County Retiree Health Insurance Plan with 50% medical subsidy (PR Section 4-20-140(D)(1)).**

County Retiree Fund will continue to pay the previously approved 50% medical premium subsidy.

If County Retiree's work schedule is a minimum of 20 hours per week:

- 1) The department will be responsible for paying the retiree's portion of the medical plan premium (50% of the medical premium). The department will be responsible for paying 50% of the retiree's dental plan premium (if the individual elected dental coverage at retirement).

- 2) **Department:** The Department will be billed for the monthly medical/dental contribution required for an active employee in the same working status (either part-time or full-time) and normally paid into the Health Fund for an active employee. This contribution will be applied to the medical and/or dental insurance premium due as specified above.

If the contribution does not equal the portion of the retiree's medical and/or dental insurance premium Department is responsible for paying, a journal entry will be entered in Workday to transfer the balance due from the Department's budget to the Retiree Health Fund.

- 3) **Retiree:** The County retiree will be responsible for paying 50% of their dental premium, if enrolled.

Retiree is enrolled in a County Retiree Health Insurance Plan but is not eligible for the 50% medical subsidy (PR Section 4-20-140(D)(2)).

If County Retiree's work schedule is a minimum of 20 hours per week:

- 1) **Department:** During the period of time the retiree is a "temporary with benefits" employee, the Department will be billed for the monthly medical/dental plan contribution required for an active employee in the same working status (either part-time or full-time) and normally paid into the Health Fund for an active employee.
- 2) **Retiree:** The County retiree will be responsible for paying the difference between the total County retiree health insurance premiums and the County's contribution for equivalent coverage provided to an active employee.

Retiree deferred enrolling in the County Retiree Health Insurance Program.

County retiree has executed documents deferring County retiree medical and dental insurance benefits.

Retirees who defer enrolling in County Retiree health insurance coverage are not eligible to:

- 1) enroll in active County employee health insurance, or 2) receive the refund for opting out of active County employee health insurance.

County Active Employee Benefits: County retiree will be automatically enrolled in the benefits listed below. Benefits will end on the last day of the month retiree is a "temporary with benefits" employee.

- Short Term Disability Insurance (Non-represented Plan).
- Long Term Disability Insurance.
- Basic Life Insurance.
- VEBA: The required contribution will be made into individual VEBA account.
- Employee Assistance Program.
- TriMet Universal Pass Program.

County Retiree will be eligible to enroll in the following optional benefit programs:

- Supplemental Lifestyle Insurance: May apply for coverage for spouse/domestic partner.
- Long Term Care Insurance.

Leave Accruals:

- Vacation: Accrues based on years of service, outlined in Personnel Rule § 4-30-010
- Sick Leave: Prorated on 104 hours per year for 1.0 FTE.
- Holidays: Paid on a prorated basis.

PERS Pension:

Please contact the Public Employees Retirement System (PERS) at 888-320-7377 for any limitations on number of hours PERS members may work.

I acknowledge that I have read and understand the terms and conditions as outlined in this Memorandum of Understanding between Multnomah County and County retiree who returns to work in a temporary with benefits non-represented position. I also acknowledge I am responsible for notifying the Employee Benefits Office when County employment ends.

County Retiree’s Signature (Electronic signature allowed)

Date

Department Authorization Signature (Electronic signature allowed)

Date

Original: Benefits Office

Copy: County retiree – and – Department of Human Resources Office