

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

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

The purpose of this document is to provide County retiree with information on:

- 1) County benefits, and
- 2) how PERS pension may be impacted by County re-employment.

**County Employment:** A County retiree rehired as a non-represented employee by the County is offered a **temporary with benefits** position.

**SUPERVISOR OR HR REPRESENTATIVE – Completes the following information:**

Provide the County retiree information and the type of Multnomah County position this County retiree has been offered.

Retiree's Name:			
SAP #:		Department:	
Retirement Date:		Rehire Date:	
Personnel Subarea #:		Job Key #	
Cost Center(s) or WBS Code(s):			
<b>NOTE:</b>	<b><i>Retiree and/or Supervisor are responsibility for notifying the Employee Benefits Office if the Cost Center(s) and/or WBS Code(s) change during County employment.</i></b>		

County retiree re-employed 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 Medicare 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).

**SUPERVISOR OR HR REPRESENTATIVE – Completes the following information:**

Check the appropriate box (on the following page) indicating the County retiree health insurance enrollment and premium payment option. Contact the County Retiree Administrator at 503-988-5651 to verify County retiree health insurance enrollment status.

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**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 medical premium subsidy (50% of the medical premium).

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

- 1) **Department:** 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/vision 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. 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 SAP 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 the dental premium, if retiree previously enrolled in County Retiree Health Insurance dental plan.

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**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:** The Department will be billed for the monthly medical/dental/vision 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 minus the County's contribution for equivalent coverage (and tier) provided to an active employee.

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**Retiree deferred enrolling in the County Retiree Health Insurance Program.**

County retiree has executed documents deferring County retiree medical and dental insurance benefits. Spouse/domestic partner is currently a Multnomah County employee/retiree enrolled in County-sponsored health insurance coverage; County retiree may be enrolled as a dependent under spouse's/domestic partner's County-sponsored health insurance coverage.

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 following benefits:

- Short Term Disability Insurance (Non-represented Plan).
- Long Term Disability Insurance.
- Basic Life Insurance (*see qualifying notes below*).
- VEBA: If rehired as a Management or Executive employee with a Personnel Subarea of 5081 (Exec EE Temp/OC) or 5099 (Mgmt EE Temp/OC), the required contribution will be made into individual VEBA account.
- Employee Assistance Program.
- Tri-Met Bus Pass Program.

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

- Deferred Compensation: May make contributions to existing County-sponsored deferred compensation account.
- Supplemental Lifestyle Insurance: May apply for coverage for himself/herself and for spouse/domestic partner.

Life Insurance Qualifying Notes:

- UNUM allows an individual to be covered in one class – either under the active employee life insurance or the retiree life insurance. While employed in a County position since the active employee coverage provides a larger benefit, County retiree life insurance policy will not pay a benefit if a claim is filed.

**Leave Accruals:**

- Vacation: Prorated on 12 days per years for 1.0 FTE.
- Sick Leave: Prorated on 96 hours per year for 1.0 FTE.
- Holidays: Paid on a prorated basis.

**PERS Pension:**

The Public Employees Retirement System (PERS) limits the number of hours a retiree may work for a PERS-covered employer in a calendar year and continue to receive pension benefits. Tier 1 and Tier 2 members may work less than 1,040 hours; OPSRP member, no more than 599 hours. Refer to the PERS handbook or contact PERS at 503-598-7377 for additional information.

Multnomah County will not make PERS contributions on County retiree's behalf while re-employed in an on call or temporary without benefits position, as long as County retiree does not exceed the PERS requirement for maximum number of hours worked (specified above) during any period of re-employment in a calendar year.

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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.

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County Retiree's Signature

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Date

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Department Authorization Signature

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Date

Original: Employee Benefits Office (503/4/EBO/Retiree Program)

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