

ORDINANCE NO.

Authorize the Chief Human Resources Officer to enter an initial three-year period to provide benefit eligible employees access to fertility and family planning benefits for an amount not to exceed \$350,000 over the life of the initial contract (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. This Ordinance supports the City of Portland's Core Values of Anti-Racism, Equity, Transparency, Communication, Collaboration and Fiscal Responsibility.
2. Commissioner Fritz, working in partnership with Diverse Empowered Employees of Portland (DEEP) affinity groups, has advocated for policies and benefits that are sensitive and inclusive of the many paths City employees may take to parenthood.
3. The Labor Management Benefits Committee (LMBC) participated in a subgroup with the Benefits Office and its consultant to develop a request for proposal for fertility and family planning benefits, which identify fiscally responsible benefit options which are inclusive of all City employees and support a variety of pathways to parenting, and select the finalists.
4. The chosen provider contract would begin on or before July 1, 2021 for an initial three-year contract period and not to exceed amount of \$350,000 over the life of the initial contract, with an option to renew up to the City's contracting guidelines.
5. Conventional fertility benefits typically restrict access to same-sex couples, single parents, and those seeking adoption and/or surrogacy services by requiring pre-certification or a diagnosis to access necessary treatment. The City's health plans are restricted by IRS tax codes from offering inclusive fertility and family planning benefits, resulting in the need for a third party offering. Treatment for infertility, once diagnosed, is not covered under the City's self-funded plans and is currently limited to partial coverage (50%) of involuntary infertility and artificial insemination under the Kaiser plan.
6. Contracting with a third party will provide access to diverse providers of varying specialties (physicians, OBGYNs, midwives, doulas, nutritionists, lactation consultants, etc.), access to care advocates via multiple modalities, local discounted fertility services, access to community resources, mental health support, coordination of care with health plan and EAP vendors, and other similar benefits.

7. The Health Operating Fund has sufficient appropriation in support of the benefit listed above.

NOW, THEREFORE, the Council directs:

- a. The Chief Human Resources Officer is authorized to enter into a vendor contract providing benefit eligible employees access to fertility and family planning benefits. This contract would begin on or before July 1, 2021 for a three-year period, with an option to renew, but not to exceed a cost to the City of \$350,000 within the initial contract period.

Passed by the Council:

Mayor Ted Wheeler
Commissioner Amanda Fritz
Prepared by: Cathy Bless
Date Prepared: November 30, 2020

Mary Hull Caballero
Auditor of the City of Portland
By

Deputy

Agenda No. ~~10~~3 12
Item Type: Ordinance No. _____
Council Meeting Date: 12-17-2020

Title: Authorize the Chief Human Resources Officer to enter an initial three-year period to provide benefit eligible employees access to fertility and family planning benefits for an amount not to exceed \$350,000 over the life of the initial contract (Ordinance)

AGENDA TYPE

- Consent**
 Regular
 Time Certain 02:30PM

Item 1 of 1

Total amount of time needed for presentation, testimony and discussion (Regular and Time Certain Only): 15 minutes

INTRODUCED BY: Mayor Wheeler & Commissioner Fritz

COMMISSIONER / AUDITOR APPROVAL

Mayor - Finance & Admin. - Wheeler Mustafa Washington
 Position 1/ Utilities - Fritz Tim Crail on behalf of Commissioner Fritz
 Position 2/ Works - Ryan
 Position 3/ Affairs - Hardesty
 Position 4/ Safety - Eudaly
 City Auditor - Hull Caballero

BUREAU APPROVALS

Bureau: OMF/CAO
 OMF/CAO: Tom Rinehart
 Bureau Approval: Cathy L. Bless

Prepared By: Michelle Taylor

Date Prepared: 11-30-2020

1) Is a completed Impact Statement attached? Yes

2) Does the item amend the budget? Yes No
 If yes, **Budget Office** Approval

3) Is the item a Code ordinance? Yes No

4) Is this item a contract (current or future), code, easement, franchise, comp plan or Charter? Yes No
 If yes, **Attorney Office** Approval

If yes, **Auditor Office** Approval

5a) Is item a Portland Policy Document or Administrative Rule? Yes No

Heidi Brown
 5b) If yes, is the City Policy/Admin Rule directive in the ordinance or resolution? Yes No

ACTION TAKEN:

December 17, 2020 Passed to Second Reading January 6, 2021 at 9:30 am

CLERK USE: DATE FILED 12/8/20

Mary Hull Caballero
 Auditor of the City of Portland

By: Keelan McClymont Deputy
Digitally signed by Keelan McClymont Date: 2020.12.08 21:54:28 -08'00'

FOUR-FIFTHS AGENDA

- 1. Rubio
- 2. Ryan
- 3. Hardesty
- 4. Mapps
- Wheeler

COMMISSIONERS VOTED AS FOLLOWS:

	YEAS	NAYS
1. Rubio		
2. Ryan		
3. Hardesty		
4. Mapps		
Wheeler		

IMPACT STATEMENT

Legislation title: Authorize the Chief Human Resources Officer to enter an initial three-year period to provide benefit eligible employees access to fertility and family planning benefits for an amount not to exceed \$350,000 over the life of the initial contract (Ordinance)

Contact name: Michelle Taylor

Contact phone: 503-823-6137

Presenter name: Cathy Bless

Purpose of proposed legislation and background information:

The purpose of this legislation is to authorize the Chief Human Resources Officer to enter into a contract providing benefit eligible employees access to fertility and family planning benefits

Financial and budgetary impacts:

Compensation is required under the future contract and costs will not exceed \$350,000 over the duration of the contract. The Health Fund Budgets for FY 2020-21 has sufficient appropriation in support of the benefit.

Community impacts and community involvement:

This action is largely internal to City government processes.

100% Renewable Goal:

Budgetary Impact Worksheet

Does this action change appropriations?

YES: Please complete the information below.

NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount