



CITY OF BEND

Other Post Employment Benefits (OPEB)

Policy No. HR-0710

City Manager Administrative Policy

Bend Code Chapter 1.30.005 provides for 'City Manager Authority to Adopt Administrative Regulations, Policies and Guidelines.' All regulations, policies and guidelines adopted by the City Manager shall be consistent with the City of Bend Charter, the Bend Code, and Council ordinances.

The following policy conforms to the above stated standards.

Authorized by City Manager:

Signed by:

Eric King

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Eric King, City Manager

Dated: 12/30/2025

Reviewed by Legal Counsel:

Signed by:

Ian Leitheiser

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Ian Leitheiser, City Attorney

Dated: 12/30/2025

Policy No. HR-0710

Adopted: 12/30/2025

Owner: Human Resources

Revised:

Revision No.

I. Purpose

The purpose of this policy is to establish a framework by which eligible retired employees of the City of Bend may receive Other Post Employment Benefits (OPEB).

II. Policy Statement

Eligible retired employees of the City of Bend may receive Other Post Employment Benefits (OPEB), which include continued access to the City's group health insurance plan. Depending on eligibility criteria, some retirees may receive benefits at the City's expense, while others may elect to continue coverage at their own expense, in accordance with applicable laws and plan provisions.

III. Scope

This policy applies to benefit eligible employees.

If this policy conflicts with an applicable collective bargaining agreement, the collective bargaining agreement supersedes.

IV. Definitions

Emergency employee: An employee defined by ORS 238.005 as a firefighter or police officer.

Non-emergency employee: An employee other than those defined by ORS 238.005 as a firefighter or police officer.

Retired employee: An employee who is qualified to receive PERS retirement benefits and has elected to begin receiving PERS retirement benefits.

Spouse: Any individual who is legally married under Oregon state law. Spouse shall include an Oregon Registered Domestic Partner.

V. Policy Terms & Provisions

A. Insurance Benefits for Retired Employees Hired After December 31, 2010
(Note: Employees covered by a CBA, refer to the CBA for eligibility requirements.)

1. The City will provide access to the City's health care insurance plan for retired employees hired after December 31, 2010. This coverage will be made available to the retired employee until they become Medicare eligible; coverage will be available to the retired employee's spouse until the spouse becomes eligible for Medicare, and for the employee's child(ren) until the child(ren) no longer meet legal eligibility guidelines. The City shall not be responsible for any costs associated

with retiree health insurance coverage including Medicare and supplement to Medicare insurance coverage. To be eligible for this benefit, individuals cannot have a lapse in coverage from the City's health care insurance. Enrollment will be provided by a third-party administrator.

B. Insurance Benefits for Retired Employees Hired Prior to December 31, 2010 (Note: Employees covered by a CBA, refer to the CBA for eligibility requirements.)

1. Subject to the availability of a plan and the qualifications of a retired employee and their eligible dependents, the City will provide access to the City's health care insurance plan for retired employees hired prior to December 31, 2010.
2. Non-emergency employees (all employees except those defined by ORS 238.005 as police officers and firefighters) who have worked for the City of Bend for a minimum of 15 years will receive an amount equal to the monthly premium covering the employee only for a City of Bend-sponsored retiree group health and dental insurance plan or PERS-sponsored medical and dental insurance plan between ages 62 and 65, then the PERS-sponsored supplement to Medicare from age 65 until death.
3. Emergency employees (police officers and firefighters as defined in ORS 238.005) who have worked for the City of Bend a minimum of 15 years will receive an amount equal to the monthly premium covering the employee only for a City of Bend-sponsored retiree group medical and dental insurance plan or PERS-sponsored medical and dental insurance plan between the ages of 60 and 65, then the PERS-sponsored supplement to Medicare from age 65 until death.
4. Non-emergency employees who retire prior to age 62 and emergency employees who retire prior to age 60 shall be responsible for paying insurance premiums for themselves and their eligible dependents (if applicable) until qualified for City-paid insurance benefits. Employees who allow a lapse in coverage will not be eligible for future City-sponsored insurance or City payment of premiums.
5. In lieu of the City paid PERS Medicare supplement, the retiree may elect to opt-out of the City paid PERS supplement and receive an alternate monthly cash benefit. The cash benefit shall be equal to 50% of the average of all Oregon PERS Medicare medical premiums plus the average of all Oregon PERS Medicare dental premiums, or the lowest monthly Oregon PERS Medicare medical and dental premiums combined, whichever amount is lower. The cash benefit amount will be set on an annual basis on or about January 1st of each year based on published Oregon PERS Medicare premiums for the upcoming year. However, the cash benefit amount will never decrease from the cash benefit amount on the date of the retiree's election to opt out. The retiree must elect to opt-out prior to receiving any payments under

this section and the retiree's election is irrevocable. The cash payment alternative recognizes that there may be Medicare supplement or Medicare advantage plans that may be preferred by the retiree; the cash benefit provided by the alternative may be used by the retiree to payment of all or part of an alternative plan or for any other purpose in the discretion of the retiree.



Language Assistance Services & Accommodation Information for People with Disabilities

You can obtain this information in alternate formats such as Braille, electronic format, etc. Free language assistance services are also available. Please contact Human Resources at hr@bendoregon.gov or 541-388-5507. Relay Users Dial 7-1-1.



Servicios de asistencia lingüística e información sobre alojamiento para personas con discapacidad

Puede obtener esta información en formatos alternativos como Braille, formato electrónico, etc. También disponemos de servicios gratuitos de asistencia lingüística. Póngase en contacto con Human Resources en hr@bendoregon.gov o 541-388-5507. Los usuarios del servicio de retransmisión deben marcar el 7-1-1.