Workforce Wellness Solutions designs, manages and delivers sustainable benefits, wellness, leaves, safety, and HRIM programs. Employee benefits include medical, dental, life insurance, 401(a) and 457 deferred compensation plans, the Public Employees Retirement System (PERS), flexible spending, leaves and disability, and employee assistance program, which are determined by union contract and the Board of County Commissioners. Safety programs include inspections, ergonomic assessments, and committees. Benefits are provided to Lane County employees and family members, as well as eligible retired employees. State and Federal rules govern the various types of leave programs that must be managed through the employee benefits team. In addition to benefit and leave management, the program focuses on employee wellness and works with other county departments on safety issues and management. The County wellness program which includes incentives, a near-site clinic and health risk assessments is also managed by this division.

Human Resources Information Management (HRIM) includes the maintenance of classification, compensation, on-boarding, off-boarding, personnel actions, employee reviews, data management, and reporting. HRIM provides technical service to all internal clients, and reception service for the community. Partners with Finance and Technology Services on data governance and analytics and PeopleSoft upgrades. Partners with Budget on position control.

Workforce Wellness Solutions provides oversight and manages programs budgeted at $95.9 million in size, which includes our self-insured medical, dental, and vision; with another $14 million for retiree medical. Ensures compliance of Health Care Reform and is responsible for its effective and timely filing, as per the final employer shared responsibility regulations for applicable large employers that were issued in 2014. Administers Short and Long Term Disability, Family Medical Leave Act and Oregon Family Leave Act, 401(a) and 457 deferred compensation plans. Oversees contracting and request for proposal processes for all healthcare and related benefit providers. Ensures compliance with COBRA. Provides technical and customer support to County-wide benefits program and monitors eligibility and enrollment. Accommodates employee and retiree meetings throughout the year and provides requested information. Processes leave and disability claims in a timely fashion. Prepare for upcoming new Oregon Paid Family Medical Leave. Administers employee Wellness Program and works with multiple third party providers to assist employees with customer service needs. Manages safety programs and participates on County safety committees. Monitors on-going legislation as it pertains to COVID-19 and employee benefits.

Works to promote a safe and healthy work environment through the use of the Live Well Center and other wellness incentives/initiatives. Partners with budget and finance staff to monitor the Employee Benefits Fund, the Retiree Benefit Trust Fund and the Self Insurance sub-fund. Coordinates actuarial and valuation studies.

HRIM provides executive level reporting for departments on employment statistics. Processes all personnel actions (hiring, termination, and changes within the Human Resources Information System, including classification and compensation structures). Conducts business analysis on Human Resources initiatives, processes and projects.


The General Fund portion of this program leverages the following:

- $0 back to the Discretionary General Fund
- $0 into other non Discretionary County Funds
- $0 directly to community members