

RESOLUTION NO. 598

**A RESOLUTION OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, ADOPTING REVISIONS TO PERSONNEL POLICIES REGARDING DEFINITIONS OF IMMEDIATE FAMILY AND DOMESTIC PARTNER AND ADDING DOMESTIC PARTNER BENEFITS**

WHEREAS, many jurisdictions are extending medical, dental, and vision benefits to domestic partners of City employees, and the City seeks to likewise extend health-related benefits to domestic partners of employees of the City of University Place; and

WHEREAS, the City Council wishes to revise the City's Personnel Policies to add "domestic partner" to the definition of immediate family and to add domestic partner medical benefits; now therefore,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF UNIVERSITY PLACE, WASHINGTON, AS FOLLOWS:**

**Section 1. Amending Policy 1.09 Definitions, Personnel Policies and Procedures.**

Policy 1.09, the City's Personnel Policies and Procedures, is hereby amended by adding language defining a domestic partner in Chapter 1.09 with the language set forth in Exhibit A, attached hereto and incorporated by this reference.

**Section 2. Amending Policy 6.04 Health Insurance Benefits, Personnel Policies and Procedures.**


Policy 6.04, the City's Personnel Policies and Procedures, is hereby amended by adding domestic partners, as is set forth in Exhibit B, attached hereto and incorporated by this reference.

**Section 3. Effective Date.** The domestic partner coverage and the revised *Personnel Policies* shall take effect immediately upon adoption.

**ADOPTED BY THE CITY COUNCIL ON SEPTEMBER 8, 2008.**

  
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Linda Bird, Mayor

ATTEST:

  
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Emerita Genetia, City Clerk

## EXHIBIT A

### 1.09 DEFINITIONS

**Domestic Partner:** A domestic partner is an individual named in a current, valid Affidavit of Domestic Partnership on file with City's Human Resources department and the partnership shall satisfy the following criteria:

- 1) Partners may be of the same or opposite sex.
- 2) Partners shall be unmarried, mentally competent, 18 years of age or older and not related by blood nearer than permitted for marriage under RCW 26.04.020.
- 3) Share a regular and permanent residence and living expenses.
- 4) Partners shall not be a part of another domestic partnership.

## EXHIBIT B

### 6.04 HEALTH INSURANCE BENEFITS

Regular full-time and regular part-time employees, their spouses, domestic partners, and their dependents are eligible to participate in the City's various insurance programs beginning with the first full calendar month of employment with the City (example: to be eligible for coverage in March, the employee would need to start no later than the first workday in March). The programs and criteria for eligibility are explained upon hire. The City provides a monthly benefits allowance toward the cost of premiums in the amounts authorized by the City Council. The remainder of the premiums, if any or as described in the preceding section, shall be paid by the employee through payroll deduction. This health allowance shall be a fringe benefit accruing to the employee by virtue of employment with the City and shall not be considered part of the employee's regular rate of pay. The City reserves the right to make changes in the carriers and provisions of these programs when deemed necessary or advisable, without prior notice to affected employees. (See Appendix "B" for more details and plan benefits.) Represented employees should refer to their union contract for health insurance or other benefit information.

Temporary employees normally will not be eligible for insurance coverage.