

RESOLUTION NO. 1255

AN RESOLUTION OF THE CITY COUNCIL OF CITY OF REDMOND, WASHINGTON, RELATING TO EMPLOYEE BENEFITS; ADDING A NEW SECTION 6.15 TO THE REDMOND PERSONNEL MANUAL IN ORDER TO PROVIDE EQUIVALENT BENEFITS TO THE SPOUSES AND DOMESTIC PARTNERS OF REDMOND EMPLOYEES AND THEIR DEPENDENTS, EXCEPT AS OTHERWISE REQUIRED BY LAW AND SUBJECT TO THE REQUIREMENT TO COLLECTIVELY BARGAIN SUCH EXTENSION FOR REPRESENTED EMPLOYEES; DIRECTING THE MAYOR AND HUMAN RESOURCES DIRECTOR TO NEGOTIATE SUCH CHANGES IN APPLICABLE INSURANCE POLICIES AND COLLECTIVE BARGAINING AGREEMENTS AS MAY BE NECESSARY TO IMPLEMENT THE EXTENSION; PROVIDING FOR SEVERABILITY AND ESTABLISHING AN EFFECTIVE DATE.

WHEREAS, the Washington state legislature recently passed legislation providing for registration and recognition of domestic partnerships, and

WHEREAS, the Redmond City Council has determined that the same benefits provided to the spouses of Redmond employees should also be provided to the domestic partners of employees, except as may be otherwise required by law and subject to the requirement to collectively bargain such benefit changes with represented employees, now, therefore.

THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON,
HEREBY RESOLVE AS FOLLOWS:

Section 1. **Benefits for Domestic Partners.** A new Section 6.15 is hereby added to the City of Redmond Personnel Manual to read as follows:

6.15 Equivalent Benefits for Spouses and Domestic Partners

It is the policy of the City of Redmond to extend certain benefits to domestic partners of City employees and their dependents. To that end, whenever the term "spouse" is used in this Manual or in any health or other benefit plan provided by the City, the term shall be deemed to include a domestic partner, except as otherwise required by law and subject to the requirement to collectively bargain for represented employees. Subject to the same restrictions, the term "child" or "dependent child" shall include the children of domestic partners to the same extent as children of an employee's spouse under similar circumstances are included. Further, the Mayor, or designee, is authorized and directed to update other sections of the Personnel Manual as necessary to (i) extend benefits to domestic partners and their dependents as contemplated by this resolution, including but not limited to extending parenting leave under Section 6.24 (f) to employees of domestic partners giving birth, and providing COBRA coverage for domestic partners and their dependents under Section 6.40; and (ii) extend policy restrictions that apply to married employees and their spouses to employees with domestic partners and the domestic partners. As used herein, the term "domestic partner" means and only means a "state registered domestic partner" as defined in Chapter 156, Laws of 2007 of the State of Washington, as the same now exists or as the same may be amended in the future.

The Mayor, or designee, is authorized and directed to explore whether waiting periods for coverage under RedMed can be waived for domestic partners in a manner that complies with laws and regulations, and without creating material issues or additional risk related to the City's self-insured plan, through the limitation of stop loss coverage or otherwise. If the Mayor, or designee, determines that waiver of waiting periods will not create material issues or materially increase the risk to RedMed and the waiver complies with laws and regulations, the Mayor, or designee, is authorized and directed to waive such waiting periods for domestic partners and their dependents who are enrolled in RedMed on or before October 17, 2007.

Employees who desire to enroll spouses or the dependent children of spouses in any City benefit plan after October 17, 2007 may be required to furnish the City with a copy of the marriage certificate for the employee and spouse. Employees who desire to enroll domestic partners or the dependent children of domestic partners in any City benefit plan after October 17, 2007 may be required to furnish the City with a copy of the Washington certificate of state registered domestic partnership for the employee and domestic partner.

Employees whose spouses, domestic partners, or dependent children of spouses or domestic partners are enrolled in City benefit plans shall notify the Director of Human Resources whenever the employee's marriage is dissolved or domestic partnership is terminated so that any necessary benefit changes can be made.

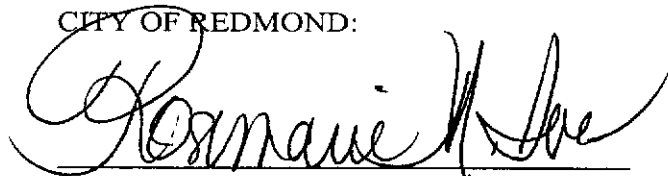
Section 2. Implementation. The Mayor, or designee, and Human Resources Director are hereby authorized and directed to negotiate and agree to the necessary changes in the City's health and other benefit plans and insurance policies to carry out the provisions of this resolution. The Mayor, or designee, and Human Resources Director are also authorized and directed to transmit memoranda of understanding to the unions representing various collective bargaining units of City employees as the City's offer to provide domestic partner benefits and to execute memoranda granting represented employees benefits as provided herein.

Section 3. Severability. If any section, sentence, clause or phrase of this resolution or section of the City of Redmond Personnel Manual adopted hereby should be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity of any other section, sentence, clause or phrase of this resolution or the adopted section.

Section 4. **Effective Date.** For non-represented employees, the provisions of this resolution and the extension of benefits to domestic partners shall become effective August 22, 2007, provided that benefits provided through third party policies shall become effective on August 22, 2007 or such later date as the policies are amended to provide the benefits. As per the terms of the applicable health insurance plans enrollment of newly eligible domestic partners and dependents may be retroactive to the date of registration as a domestic partner. For represented employees, the provisions of this resolution and the extension of benefits to domestic partners shall become effective as agreed with each bargaining unit in a memorandum of understanding by the City and the union representing the employee's collective bargaining unit providing for such benefits.

RESOLVED this 21st day of August, 2007.

CITY OF REDMOND:



ROSEMARIE M. IVES, MAYOR

ATTEST/AUTHENTICATED:



MALISA FILES, CITY CLERK

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.: 1255

August 17, 2007
August 21, 2007