

RESOLUTION 2014-05

A RESOLUTION OF THE CITY OF STANWOOD, WASHINGTON AMENDING THE CITY'S PERSONNEL POLICY, SECTION 809 – BENEFITS FOR PART-TIME EMPLOYEES AND ADDING SECTION 813 – DUAL INSURANCE PROGRAM

WHEREAS, on May 28, 2009, the city council approved by motion a Personnel Policy Manual: and

WHEREAS, on June 13, 2013 the city council adopted Resolution 2013-06 amending the Personnel Policy Manual Section 901 – Vacation Leave, to reflect the city's current practice, Section 902 – Sick Leave, to comply with the Family Care Act, and Section 604.1 – Payroll Draws, to reflect current city practice; and

WHEREAS, the city's personnel policy, in its current form, does not reflect the current practice of allowing coverage for dependents of part-time employees when there is not additional premium cost to the city; and

WHEREAS, the city's personnel policy, in its current form, does not reflect the city's dual insurance program, which is included in the current union bargaining agreements and which was also included in the 2013 salary and benefits schedule by Resolution 2013-16, adopted by council on October 24, 2013; and

WHEREAS, it is the city council's intention to amend Section 809 – Part-time Employees, to allow part-time employees to cover dependents' medical, dental and vision coverage in instances where there is no additional premium cost to the city; and

WHEREAS, it is the city council's intention to add Section 813 – Dual Insurance Program to reflect current adopted policy.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STANWOOD AS FOLLOWS:

Section 809 – Benefits for Part-time Employees, of the City's Personnel Policy Manual, is hereby amended to read as follows:

Section 809 – Benefits for Part-time Employees

809 Benefits for Part-time Employees

For part time employees normally scheduled to work half time (50%) or greater, the City will pay for the employee only rate for medical, dental, and vision coverage.

In the event that there is a medical, dental or vision plan where there is no difference between the employee only rate and employee plus dependent(s) rate, part-time employees will also be allowed to add dependents to that plan.

Section 813 – Dual Insurance Program

All full-time employees are eligible to remove their spouse and/or dependents from the City's medical plan and receive fifty percent (50%) of the employer's portion of the monthly premium. This incentive will be added to the employee's paycheck as taxable income. In addition, the employee will save the premium they are currently paying for dependent medical insurance. Employees will be required to sign a waiver certifying that they or their dependents or spouse have other medical insurance. If the employee's dependents or spouse later involuntarily lose their (non-city) medical coverage, they are eligible to rejoin the City's medical plan on the first day of the following month.

BE IT FURTHER RESOLVED:

Except as provided above, all other sections of the Personnel Policy Manual remain in full force and effect as originally adopted.


PASSED AND APPROVED by the City Council of the City of Stanwood this 13th day of March, 2013.

CITY OF STANWOOD



Leonard Kelley, Mayor

ATTEST:



Greg Thramer, City Clerk