

RESOLUTION NO. 2013-03

A RESOLUTION OF THE TOWN OF GARFIELD, WASHINGTON, ADOPTING AN UPDATED PERSONNEL MANUAL FOR THE TOWN OF GARFIELD.

WHEREAS, the Town of Garfield recognizes the need to be flexible and responsive when addressing insurance benefits for its employees; and

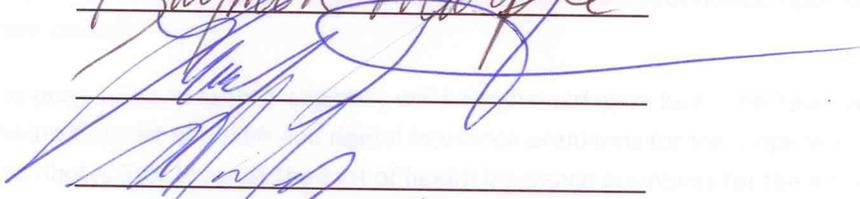
WHEREAS, the Town of Garfield recognizes the need to update its insurance benefit policy to recognize domestic partners for insurance;

NOW THEREFORE BE IT HEREBY RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF GARFIELD, WASHINGTON, adopts the attached February 2013 Personnel Manual for the Town of Garfield.

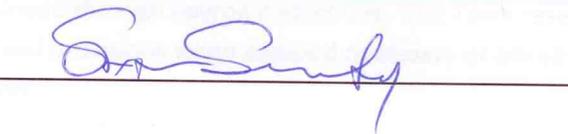
PASSED BY THE TOWN COUNCIL THIS 13TH DAY OF FEBRUARY, 2013.

TOWN COUNCIL:







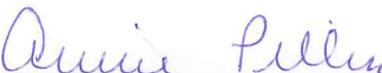


APPROVED:



Jarrod Pfaff, Mayor

ATTEST:



Annie Pillers, Clerk/Treasurer

7.3 Health / Dental Insurance Benefits

Regular full-time employees, **their spouses (or domestic partner)** and their dependents are eligible to participate in the Town's various insurance programs on the first day of the month following the date of hire. **For the purposes of this section the term domestic partner shall either be a person who is registered as a domestic partner as provided by state law or meets at least 3 of the following:**

- a. Joint lease, mortgage or deed;
- b. Joint ownership of vehicle;
- c. Joint ownership of checking or credit account;
- d. Designation of the domestic partner as a beneficiary of the employee's life insurance or retirement benefits;
- e. Designation of the domestic partner as a beneficiary of the employee's will;
- f. Designation of the domestic partner as holding power of attorney for healthcare; or
- g. Shared household expenses.

This policy for provision of insurance to spouses, domestic partners and dependents shall be subject to change or termination at any time, with or without notice, upon determination by the town council.

The programs and criteria eligibility will be explained upon hire. The Town contributes 100% toward the cost of health and dental insurance premiums for the employee. The town contributes 50% towards the cost of health insurance premiums for the employee's spouse and dependents. The town contributes 75% towards the cost of dental insurance premiums for the employee's spouse and dependents. The remainder of the premiums, if any, shall be paid by the employee through payroll deductions. The Town reserves the right to make changes in the carriers and provisions when deemed necessary or advisable, with prior notice to affected employees.

Temporary employees will normally not be eligible for insurance coverage.