

AMENDED

ORIGINAL

RESOLUTION NO. 250

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

WHEREAS, the City of Shoreline has been operating under Personnel Policies last revised on May 8, 2006 by Resolution No. 243; and

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

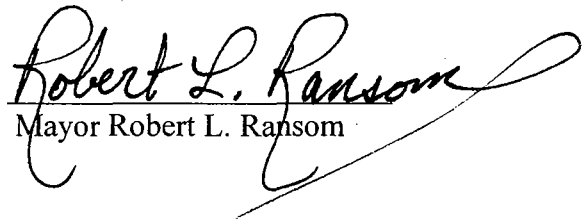
**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
SHORELINE, WASHINGTON:**

Section 1. Revision. The City Manager is authorized to implement a revised *Personnel Policies*, filed with the City Clerk under receiving number 3942, which shall include an amended section 3.06 as set forth in Exhibit A attached hereto.

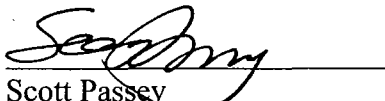
Section 2. Health Benefits Extended to Domestic Partners. Health related benefits are authorized for domestic partners as defined in new section 3.06.

Section 3. Effective Date. The domestic partner coverage and the revised *Personnel Policies* shall take effect January 1, 2007.

ADOPTED BY THE CITY COUNCIL ON OCTOBER 2, 2006.


Mayor Robert L. Ransom

ATTEST:


Scott Passey
City Clerk

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Exhibit A

3.06 Immediate Family

Unless defined otherwise in these policies, the employee's grandparent, parent, parent-in-law, foster parent, spouse, domestic partner, child, step child, foster child, grandchild, sister, sister-in-law, brother or brother-in-law. Domestic Partner is an individual named in a current, valid Affidavit of Marriage/Domestic Partnership on file with the City's Human Resources Department and the Partnership shall satisfy the following criteria:

- Partners may be of the same or opposite sex;
- Partners shall be unmarried, mentally competent, 18 years of age or older and not related by blood closer than permitted for marriage under RCW 26.04.020;
- Share a regular and permanent residence and living expenses; and
- Partners shall not be a part of another Domestic Partnership.

In appropriate circumstances, an employee may believe that another individual should be considered a member of the immediate family for the purpose of applying these policies. The employee shall make a written request explaining to Human Resources why the employee believes that this individual should be considered a member of the immediate family. If Human Resources concurs, they shall forward a recommendation to the City Manager for approval. The City Manager shall decide to approve or deny the request. ~~(If t~~The definition of immediate family ~~may be~~ is different in certain approved benefit plans or policies; ~~in those cases, the provisions of those plans or policies will govern.)~~