

ORDINANCE NO. 773

AN ORDINANCE OF THE CITY OF GIG HARBOR, WASHINGTON, RELATING TO PERSONNEL BENEFITS, AMENDING THE CITY'S PERSONNEL REGULATIONS (ADOPTED PURSUANT TO RESOLUTION NO. 495) BY ESTABLISHING CRITERIA FOR ELIGIBILITY IN THE CITY'S HEALTH, VISION, DENTAL AND OTHER PAYROLL DEDUCTION PLANS FOR PART-TIME EMPLOYEES.

WHEREAS, from time to time the City employs persons working part-time or other alternative work schedules; and

WHEREAS, the regulations applicable to the City's part and full-time employees are set forth in "the City of Gig Harbor Personnel Regulations, 1997," which was adopted by reference in Gig Harbor Resolution 495; and

WHEREAS, the City Council finds it to be in the public interest to establish regulations allowing part-time employees to receive benefits commensurate with the services they provide in order to maximize the use of public funds; and

WHEREAS, the City also desires to permit part-time employees the protections and advantages of being involved in group health insurance plans and other benefit programs, NOW, THEREFORE BE IT ORDAINED by the City Council of the City of Gig Harbor, Washington as follows:

Section 1. Regular employees of the City who, on a quarterly basis, work an average of less than the forty hour per week for weekly employees, or a proportionately adjusted number of hours for shift employees, shall be eligible for participation in the

City's benefit programs under the following terms and conditions:

- (a) Employees working 40 hours or more per week shall receive full benefits.
- (b) Employees working less than 20 hours per week shall not be eligible and may not participate in the City's benefit programs.
- (c) Employees working from 20 to less than 30 hours per week on a quarterly basis shall be eligible for participation in the benefit program by paying 50% of the cost of the benefit programs attributable to themselves and/or their families, with the City paying the remaining 50% of the benefit program costs.
- (d) Employees working from 30 to less than 40 hours per week on a quarterly basis shall be eligible for participation in the benefit program by paying 25% of the cost of the benefit program attributable to themselves and/or their families with the City paying the remaining 75% of the benefit program costs.

Section 2. As used in this ordinance, the following terms shall be given the definition shown:

- (a) **Benefit Program.** Health, Vision, and Dental and other benefit programs, including participation in the City's deferred compensation program provided to regular full time employees of the City.
- (b) **Program Costs.** The cost which the City pays on behalf of its full time employees.
- (c) **Full-Time Employee.** An employee working an average of 40 hours or more per week on a monthly basis, provided, however, that shift employees such as police officers who work a schedule calculated at greater than 40 hours per week shall have their eligibility determined on a proportionate basis by comparing the shift-worker's weekly work schedule with 40 hours per week.
- (d) **Eligibility.** A part time employee shall be eligible for participation in the program after completing one full calendar quarter (3 months). A full time employee shall be eligible for participation in the program on the first day of the month following the date of employment.

Section 3. The benefits established pursuant to this program shall be

interpreted and applied in accordance with the plan, requirements or insurance policy of a particular benefit program. For example, if the City has a program such as deferred compensation which the employee designates a portion of his or her salary, which results in no cost to the City, an employee may participate regardless of the number of hours, and the provisions of the program shall apply. In the event of conflict between this ordinance and any individual employment contract or labor collective bargaining agreement, the provisions of the contract or the collective bargaining agreement shall control.

Section 4. Severability. In any section, subsection, paragraph, sentence, clause or phrase of this ordinance is declared unconstitutional or invalid for any reason, such invalidity shall not affect the validity or effectiveness of the remaining portions of this ordinance.

Section 5. Effective Date. This ordinance shall take effect and be in full force and effect five (5) days after its passage, approval and publication as required by law.

PASSED by the Council of the City of Gig Harbor, this ____ day of October, 1997.

APPROVED:

MAYOR, GRETCHEN WILBERT

ATTEST/AUTHENTICATED:

By: _____
MOLLY TOWSLEE, CITY CLERK

FILED WITH THE CITY CLERK: 10/8/97
PASSED BY THE CITY COUNCIL: 10/27/97
DATE PUBLISHED: 11/5/97
DATE EFFECTIVE: 11/10/97

**SUMMARY OF ORDINANCE NO. 773
of the City of Gig Harbor, Washington**

On October 27, 1997, the City Council of the City of Gig Harbor, Washington, approved Ordinance No. 773, the summary of text of which is as follows:

AN ORDINANCE OF THE CITY OF GIG HARBOR, WASHINGTON, RELATING TO PERSONNEL BENEFITS, AMENDING THE CITY'S PERSONNEL REGULATIONS (ADOPTED PURSUANT TO RESOLUTION 495) BY ESTABLISHING CRITERIA FOR ELIGIBILITY IN THE CITY'S HEALTH, VISION, DENTAL AND OTHER PAYROLL DEDUCTION PLANS FOR PART-TIME EMPLOYEES.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF GIG HARBOR:

The full text of this ordinance will be mailed upon request.

APPROVED by the City Council at their regular meeting of October 27, 1997.

BY:

Molly M. Towslee, City Clerk