

CITY OF BURIEN, WASHINGTON

RESOLUTION NO. 324

A RESOLUTION OF THE CITY OF BURIEN, WASHINGTON, ADOPTING A MODIFIED BENEFIT PLAN FOR ALL CITY EMPLOYEES.

WHEREAS, the City of Burien wishes to provide a comprehensive benefit package that promotes financial sustainability, aids recruitment efforts, and encourages employee retention;

WHEREAS, on November 20, 2006, the City of Burien adopted Resolution No. 252 amending Section 1 of Resolution No. 226 which established the current benefit plan for all City employees;

WHEREAS, the City of Burien wishes to make changes to the current benefit plan.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF BURIEN, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. Benefit Plan. Effective January 1, 2012, the City's benefit package for employees of the City shall be the Association of Washington Cities Employee Benefit Trust's Regence Blue Shield HealthFirst 250 Plan, Group Health \$10 Copay Plan, Washington Dental Service Plan E, Willamette Dental Plan \$10 Copay Plan, and Vision Service Plan \$10 Deductible Plan with second pair rider.

Section 2. Health Insurance Premium Responsibilities. The City will pay 100% of the dental and vision premium for the enrolled employee, spouse/domestic partner, and qualified dependents. For a regular, full-time employee, the City will pay 100% of the employee's medical premium and 90% of the medical premium for the spouse/domestic partner and qualified dependents. The City's share of the medical premium for an eligible regular, part-time employee and family will be pro-rated, based upon the employee's regular scheduled hours per week. The remainder of the premium shall be paid by the employee through payroll deduction.

Section 3. High Deductible Health Plan Incentive. For employees enrolled in a high deductible health plan, the City will contribute \$125 per month (employee only) or \$250 per month (employee plus family) to be invested in a deferred compensation fund or a health savings account. The employee will have discretion to select the investment tool annually during the open enrollment period. The incentive amount will be pro-rated for eligible regular, part-time employees, based upon the employee's regular scheduled hours per week.

Section 3. Effective Date. This resolution shall take effect immediately upon passage by the Burien City Council.

ADOPTED BY THE CITY COUNCIL OF THE CITY OF BURIEN, WASHINGTON, AT
A REGULAR MEETING THEREOF THIS ____ DAY OF _____, 2011.

CITY OF BURIEN

Joan McGilton, Mayor

ATTEST/AUTHENTICATED:

Monica Lusk, City Clerk

Approved as to form:

Craig Knutson, City Attorney

Filed with the City Clerk:
Passed by the City Council:
Resolution No. 324