

RESOLUTION NO. 548

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, ALLOWING CITY EMPLOYEES THE OPTION OF PARTICIPATING IN SHORT-TERM DISABILITY OR OTHER PROGRAMS THROUGH PAYROLL DEDUCTION.

WHEREAS, the benefits provided by the City to City employees does not include a short-term disability program; and

WHEREAS, City employees have indicated a desire to have the option of participating in a short-term disability and other programs that are not part of the City employee benefit package; and

WHEREAS, this would allow short-term disability or other programs to be offered to the employees and allows the City employees the ability to pay for these optional programs through the payroll-deduction procedures; Now, Therefore,

THE CITY COUNCIL OF THE CITY OF GIG HARBOR, WASHINGTON, HEREBY RESOLVES AS FOLLOWS:

Section 1. The City of Gig Harbor does not choose at this time, to include a short-term disability as a mandatory employee benefit, available to all employees as part of their Benefit Plan with the City.

Section 2. The City of Gig Harbor wishes to acknowledge the desire on the part of some employees to be able to participate in a short-term disability as well as other programs. Therefore, the City Council hereby authorizes the Gig Harbor Finance Director to give all City employees the option of obtaining short term disability insurance and other programs with an insurance company chosen by the City Administrator, by completing the necessary forms, and to participate in the programs through the payroll deduction process.

The Finance Director shall provide an written information sheet to each City employee requesting to participate in such programs explaining that the program is not part of the Benefit

Plan provided to City employees, as the Benefit Plan is described in the City Personnel Manual, and that such participation is totally optional. In addition, this information sheet shall require each City employee to sign a statement providing each employee's acknowledgment that by signing up for the program, no claims for coverage under the short-term disability or other programs may be submitted to the City. All claims and disputes regarding coverage or any other issues pertaining to the short-term disability or other programs shall be presented to the insurance company, not to the City. Finally, this information shall inform each City employee that the City shall not answer questions or provide any information about the short-term disability or other programs, other than to give out brochures from the insurance company describing the programs, and the phone numbers of contact persons at the insurance company who can answer questions about the programs for the City employees.

RESOLVED by the City Council this 14th day of February, 2000.

APPROVED:

MAYOR, GRETCHEN WILBERT

ATTEST/AUTHENTICATED:

CITY CLERK, MOLLY TOWSLEE

FILED WITH THE CITY CLERK: 2/10/00
PASSED BY THE CITY COUNCIL: 2/14/00
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