

## 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

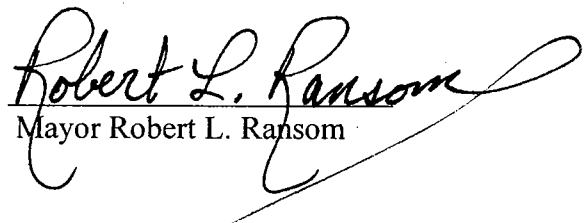
**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF  
SHORELINE, WASHINGTON:**

**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.

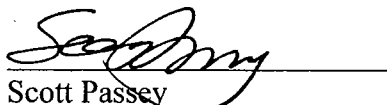
**Section 2. Health Benefits Extended to Domestic Partners.** Health related benefits are authorized for domestic partners as defined in new section 3.06.

**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

### 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.)