

CITY OF WHITE SALMON

ORDINANCE NO. 2011-07-870

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF WHITE SALMON, WASHINGTON, MODIFYING "HEALTH INSURANCE SUSPENSE FUND" PAYMENTS, AND PROVIDING FOR SEVERABILITY AND AN EFFECTIVE DATE

WHEREAS, in Ordinance 1992-12-555 the City Council established a fund for the deposit of excess monies allotted for the payment of City employee medical/dental insurance and not used for payment of insurance premiums to be used in the event of future premium increases; and,

WHEREAS, it is necessary revise the allocation of such fund proceeds to meet current needs.

NOW, THEREFORE, the City Council of the City of White Salmon do ordain as follows:

Section 1 – Amendment to Purpose of “Health Insurance Suspense Fund”. The City is hereby authorized to use the principal and interest of the "Health Insurance Suspense Fund" to pay the difference between the newly established twenty percent (20%) employee contribution towards spouse and dependents insurance premiums and the eighty dollar (\$80.00) payroll deduction towards spouse and dependents insurance premiums. This twenty percent (20%) employee contribution towards spouse and dependents insurance premiums is based on the recently negotiated labor agreement addressing employee contributions towards spouse and dependent insurance premiums. This will apply to all bargaining unit personnel as well as non bargaining unit personnel.

Section 2 – Operative Provisions Pertaining to Insurance for All City Employees Regardless of Bargaining Unit Status.

1. Medical, Dental, & Vision Insurance:

- 1.1.1 Effective beginning in the payroll period following signing of a Collective Bargaining Agreement (CBA) in 2011 or by Memorandum of Agreement (MOA) for implementation, the Employer will pay the complete premium towards health insurance for the employee only. The Employer will pay eighty percent (80%) towards the health insurance premiums for spouse and dependents. For purposes of this section, health insurance includes medical, dental, and vision insurance as made available, from time to time, by the Employer. Each employee shall pay their twenty percent (20%) contribution toward the insurance premiums per month by payroll deduction in accordance with 1.1.3.
- 1.1.2 In the interim, from January 1, 2011 until the beginning date of the 80/20 formula for spouse and dependent premiums as indicated in 1.1.1 above, current practices will be adhered to by the parties.
- 1.1.3 For current employees hired before January 1, 2011, the employee’s twenty percent (20%) contribution towards the spouse and dependents insurance premiums referenced in Section 1.1.1 above, employees shall pay eighty dollars (\$80.00) per month by payroll deduction towards the premiums and the difference between the \$80.00 per month and the twenty percent (20%) of the spouse and dependents premiums shall be paid from the funds currently

available in the existing Health Insurance Suspense Fund (Ordinance No. 1992-12-555) until such time as this fund is depleted. Upon depletion of this fund, employees hired before January 1, 2011, shall contribute the entirety of their twenty percent (20%) towards insurance premiums by payroll deduction. When the City implements the two (2) pay periods per month payroll process, the City will determine whether to deduct the \$80.00 dollars from the first pay period or whether to deduct \$40.00 in each pay period, towards the premium.

1.1.4 New Hires: Employees hired after January 1, 2011, shall contribute the entirety of the twenty percent (20%) towards spouse and dependent insurance premiums by payroll deduction without any contribution from the Health Insurance Suspense Fund (Ordinance No. 1992-12-555).

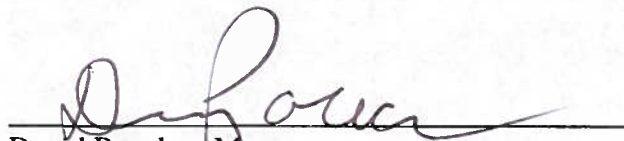
2. Life & Disability Insurance: The City shall pay for a Life Insurance plan for regular employees in the face amount of twenty-five thousand dollars (\$25,000) per employee and a short-term disability policy at the cost of one hundred dollars (\$100.00) per employee per year.

Section 3 – Repealer. Ordinance 1992-12-555 is hereby repealed where inconsistent with the terms of this Ordinance.

Section 4 – Severability. That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

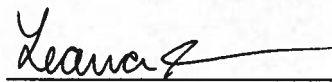
Section 5 – Effective Date. This ordinance shall take effect five days following the date of its publication.

Passed by the council and approved by the Mayor on this 6th day of July, 2011.




David Poucher, Mayor

ATTEST:



Leana Johnson, Clerk Treasurer

APPROVED AS TO FORM:



Kenneth B. Woodrich, City Attorney