

RESOLUTION NO. 2976

A RESOLUTION of the Port Commission of the Port of Seattle AMENDING RESOLUTION NO. 2967 (which amends Salary and Benefit Resolution No. 2944) to provide Port Commissioners with health insurance EQUIVALENT TO THAT PROVIDED regular salaried Port employees.

WHEREAS, during the regular session of the 1985 Washington State Legislature, a law was enacted to allow any port district which provides insurance benefits for its employees in any manner whatsoever the authority to provide health, and accident insurance for its commissioners.

NOW THEREFORE, BE IT RESOLVED, by the Port Commission of the Port of Seattle as follows:

Section VI. of Resolution No. 2967, adopted December 11, 1984, is hereby amended RETROACTIVE TO August 1, 1985, as follows (additions are indicated in in bold-face capital letters):

Section VI. ADMINISTRATION OF BENEFIT PROGRAM

B. Benefits Provided Regular Employees, Including Probationary/Regular:

7. Insurance Benefits: Coverages listed in Sections a. through d. below apply to regular employees as defined in Section V.B. For purposes of medical AND DENTAL insurance benefits as detailed in a., b., AND F. below, Port Commissioners may elect to be included in the definition of regular employee OR THEY MAY ELECT REIMBURSEMENT BY THE PORT FOR THEIR MEDICAL AND DENTAL INSURANCE PREMIUMS AT A COST NOT TO EXCEED THAT PROVIDED FOR PORT EMPLOYEES. For purposes of optional employee-paid accident insurance, Port Commissioners are included in the definition of regular employee. Employees may be required to pay a portion of some insurance premiums. Employees are responsible for notifying the Port on approved enrollment forms of their eligible dependents. Any extra costs associated with a lack of notification shall be the employee's responsibility.

a. Medical Insurance for Employees or Commissioners: Probationary, regular employees who normally maintain active employment schedules of 90 hours or more each month, as well as Port Commissioners who so elect, shall receive paid surgical, hospital, and major medical insurance coverage limited to the regular adult premium for the Port's indemnity medical plan beginning on the first of the month following a calendar month of continuous employment. This insurance benefit shall be provided in such amounts and in such manner as are established in contracts with insurance companies and/or agencies selected by the Port to provide such benefits. There shall be a choice of two medical/health insurance plans from which employees as well as Commissioners who so elect may choose one.

b. Medical Insurance for Dependents: On the first of the month following the equivalent of six continuous calendar months of satisfactory employment (975 hours minimum), regular employees shall receive paid surgical, hospital, and major medical insurance coverage for their eligible

dependents. Port Commissioners who so elect shall receive these benefits for their dependents on the first of the month following 6 continuous calendar months as a Port Commissioner. The eligibility and other conditions of coverage are established between the Port and the insurance companies or agencies selected to provide such benefits. Coverage for dependents shall be provided by the same medical insurance plan which the employee or Commissioner has chosen. Employees scheduled for less than full-time employment shall be responsible for the costs of dependent medical insurance which exceeds the King County Medical Blue Shield premium for a spouse and two children. Employee costs shall be by payroll deduction.

In no case shall the Port be responsible for more than two regular adult premiums (employee and spouse) for an employee's family unit. If a dependent child is treated as an adult by either Group Health Cooperative or KCMBS, the extra cost shall be the responsibility of the employee and paid through payroll deduction.

- C. MEDICAL INSURANCE PREMIUM REIMBURSEMENT FOR PORT COMMISSIONERS: PORT COMMISSIONERS MAY ELECT REIMBURSEMENT BY THE PORT FOR THEIR MEDICAL INSURANCE PREMIUMS AFTER ONE FULL CALENDAR MONTH AS A COMMISSIONER. ON THE FIRST OF THE MONTH FOLLOWING THE EQUIVALENT OF SIX CONTINUOUS CALENDAR MONTHS AS A COMMISSIONER, THEY MAY BE REIMBURSED FOR THEIR DEPENDENT MEDICAL INSURANCE PREMIUMS. REIMBURSEMENT MUST NOT EXCEED THE COST OF PORT EMPLOYEE PREMIUMS.
- d. Life Insurance: On the first of the month following the equivalent of six continuous calendar months of satisfactory employment (975 hours minimum), regular employees and their eligible dependents shall receive paid life insurance benefits in such amounts and in such manner as are provided in contracts with insurance companies or agencies selected by the Port to provided such benefits.
- e. Long-Term Disability Insurance: On the first day following the equivalent of six continuous months of satisfactory employment (975 hours minimum), regular employees shall be covered for long-term disability insurance in such amount and such manner as the Port has established with insurance companies or agencies providing such benefits.
- f. Dental Insurance: On the first of the month following the equivalent of six continuous calendar months of satisfactory employment (975 hours minimum) in a position scheduled for at least 30 hours per week or 130 hours per month, regular employees and their eligible dependents shall receive paid dental insurance coverage. PORT COMMISSIONERS WHO SO ELECT AND THEIR ELIGIBLE DEPENDENTS SHALL RECEIVE PAID DENTAL INSURANCE AFTER SIX CALENDAR MONTHS AS A PORT COMMISSIONER AND SHALL REMAIN ON THE DENTAL INSURANCE PLAN UNTIL THE COMMISSIONER NO LONGER ACTS IN AN ELECTED CAPACITY. The eligibility and other conditions of coverage are established with the insurance company or agency selected by the Port to provide such benefits.
- G. DENTAL INSURANCE PREMIUM REIMBURSEMENT FOR PORT COMMISSIONERS: PORT COMMISSIONERS MAY ELECT REIMBURSEMENT BY THE PORT FOR THEIR DENTAL INSURANCE PREMIUMS AND FOR THE PREMIUMS OF THEIR ELIGIBLE DEPENDENTS AFTER SIX FULL CALENDAR MONTHS AS A COMMISSIONER. REIMBURSEMENT MUST NOT EXCEED THE COST OF PORT EMPLOYEE PREMIUMS.

ADOPTED by the Port Commission of the Port of Seattle this 22nd
day of October, 1985, and duly authenticated in open session by the
signatures of the Commissioners voting in favor thereof and the seal of the
Commission.

Port Commissioners