

## ORDINANCE NO. 484

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF WOODINVILLE, WASHINGTON, AMENDING ORDINANCE NO. 471 TO CHANGE THE MEDICAL INSURANCE BENEFIT COVERAGE FOR NON-REPRESENTED EMPLOYEES AND ESTABLISHING AN EFFECTIVE DATE.

**WHEREAS**, Ordinance No. 471 adopted by the City Council on December 9, 2008 established pay ranges and benefits for Non-Represented Employees for calendar year 2009; and

**WHEREAS**, Ordinance No. 471 established that Non-Represented Employees would receive medical insurance coverage during 2009 under the Association of Washington Cities Plan A (AWC Plan A) medical coverage program; and

**WHEREAS**, in recognition of current economic conditions and projection of future economic conditions, the Non-Representative Employees have evaluated and considered alternative medical coverage programs that provide adequate coverage and cost-savings; and

**WHEREAS**, the Non-Represented Employees have identified a medical insurance plan (AWC HealthFirst PPO) which will provide projected financial savings to the City in 2009, 2010, and 2011.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF WOODINVILLE, WASHINGTON, DOES ORDAIN AS FOLLOWS:**

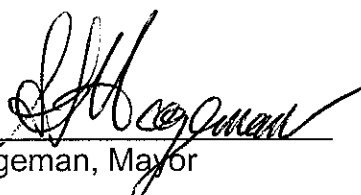
**Section 1.** The City Council hereby amends Ordinance No. 471, Attachment A Medical Benefits for Non-Represented Employees as follows:

"Medical AWC HealthFirst PPO  
100% Employee Premium; 100% Dependent Premium

AWC Group Health  
Up to the premium dollar amounts set forth for AWC HealthFirst PPO."

**Section 2.** The AWC HealthFirst PPO medical insurance benefits shall become effective September 1, 2009 and continue until amended by action of the City Council.

**ADOPTED BY THE CITY COUNCIL AND SIGNED IN AUTHENTICATION OF ITS PASSAGE THIS 7<sup>th</sup> DAY OF JULY, 2009.**

  
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Scott Hageman, Mayor

ATTEST/AUTHENTICATED:

By: Jennifer Kuhn  
Jennifer Kuhn, CMC  
City Clerk

APPROVED AS TO FORM:  
OFFICE OF THE CITY ATTORNEY

By: Greg A. Rubstello  
Greg A. Rubstello

PASSED BY THE CITY COUNCIL: 7-7-2009  
PUBLISHED: 7-13-2009  
EFFECTIVE DATE: 7-20-2009  
ORDINANCE NO. 484

Attachment 1: Medical Benefits for Non-Represent Employees

*BENEFIT SCHEDULE*  
**Effective Date: September 1, 2009**  
*Non-Represented Employees Only*

**EMPLOYEE BENEFITS - Paid by City**

Medical - AWC HealthFirst Plan, 100% Employee and Dependent Coverage  
AWC Group Health, up to the premium dollar amounts set forth for AWC HealthFirst Plan

Dental - AWC Plan A 100% Employee and Dependent Coverage, or Willamette Dental \$10 Co-pay

Employee Assistance Plan - AWC paid by City for all employees.

Term Life Insurance - \$10,000 paid by City for all employees.

Vision Insurance - AWC paid by City for all employees and their spouse and dependants.

Flu Immunization – available without cost to City employees, regular and part time, who work at least 20 hours per week, provided that the immunization shall only be available without cost to the employee on the day, place and time set forth through the Wellness Program at City Hall, and subject to the availability of flu vaccine.

Regular Part-Time Employees - All benefits cost shared and/or accrued according to the percentage that the part-time bears to full-time employment, except that term life insurance, vision insurance, and dental insurance shall be paid by the City for all paid employees in Attachment B who work 20 or more hours per week on an annual basis.

The City shall furnish coffee, tea, and other hot water based drinks for attendees of public meetings as a benefit of contribution to public process, and for employees as a benefit of employment.

The City shall furnish a computer for staff for non City business use during lunch or rest periods. Procedures and policies for use of the computer will be established in an Administrative Policy. The computer and use of the computer shall be considered a benefit of employment.