

- an assistant registrar of electors for Spokane County and coordinates election matters with the county supervisor of elections; publishes the Official Gazette; and is a member of the committee to receive bids.
- B. The city clerk is a member of the fire pension board and of the police relief and pension board.
- C. ~~((The records management office, in liaison with the State Archivist, develops and administers the program for organization, keeping and disposition of the City's records.))~~ The city clerk acts as the City's records officer and assists departments with the retention and disposition of the City's records, in liaison with the State Archivist.
- D. The city clerk is appointed by the mayor, subject to confirmation by the city council and may be removed by the mayor.

PASSED BY THE CITY COUNCIL ON APRIL 25, 2005.

(Delivered to the Mayor on this 2nd day of May, 2005.)

ORDINANCE NO. C-33625

An ordinance providing for the extension of employee benefits to employees' domestic partners; creating a new chapter 3.09 of the Spokane Municipal Code and amending SMC 3.07.310.

WHEREAS, the City of Spokane is competing in the regional labor market with a growing number of employers in both the public and private sectors who provide employee benefits for domestic partners and their children; and

WHEREAS, the City of Spokane recognizes the need to attract a diverse population base for its economic health, as well as its social and political health; and

WHEREAS, the City of Spokane seeks to be welcoming and inclusive of all regardless of race, gender, religion, ethnicity, affectional / sexual orientation, age, or disability; — Now, Therefore,

The City of Spokane does ordain:

Section 1. That there is added a new chapter 3.09 to the Spokane Municipal Code to read as follows:

Chapter 3.09 Domestic Partnership Benefits

3.09.010 Extension of Employee Benefits to Domestic Partners.

The City shall provide for the extension of employee benefits to employees' domestic partners and children on a basis equal to the benefits provided to employees for a spouse and children.

3.09.020 Definition.

- A. "Basic living expenses" means the cost of basic food, shelter, and any other expenses of a domestic partner which are paid at least in part by a program or benefit for which the partner qualified because of the domestic partnership. The individuals need not contribute equally or jointly to the cost of these expenses as long as they agree that both are responsible for the cost.
- B. "Domestic Partner" means an individual designated by an unmarried City official or employee in an affidavit filed with the City pursuant to SMC 3.09.030.

- C. "Domestic Partnership" shall consist of two people who have been for at least six months, and are currently:
1. Sharing the same regular and permanent residence;
 2. Having a close, personal relationship;
 3. Jointly responsible for "basic living expenses", as defined below;
 4. Not married to anyone as recognized by the State of Washington; and
 5. Eighteen (18) years of age or older;
 6. Not related by blood closer than would bar marriage in the State of Washington;
 7. Mentally competent to consent to contract when the domestic partnership began;
 8. Each other's sole domestic partner, intending to remain so indefinitely, and are responsible for each other's common welfare.
- D. "Employee Benefits" means all benefits provided to a city employee, spouse and children pursuant to collective bargaining agreements, ordinances, contracts or personnel policies.

3.09.030 Eligibility.

Eligibility for domestic partner status will be established by the presentation to the City's Human Resources Department of an Affidavit of Domestic Partnership meeting the definition of domestic partnership as defined in SMC 3.09.020.

3.09.040 Termination of Domestic Partnership.

At the request of either domestic partner, a domestic partnership may be terminated upon the filing of an Affidavit of Termination of Domestic Partnership indicating that at least one of the criteria necessary to maintain a domestic partnership is no longer satisfied.

3.09.050 Extension of Domestic Partnership Benefits Pursuant to Collective Bargaining

The employment benefits set forth in Chapter 3.09 SMC are benefits available to be provided to represented employees pursuant to collective bargaining.

Section 2. That SMC section 3.07.310 is amended to read as follows:

3.07.310 Non-represented Employee Pay and Benefit Adjustments.

- A. SMC 3.07.310 shall apply to non-represented employees in the exempt-confidential pay plan, including both uniformed and non-uniformed.
- B. Beginning calendar year 2004 and continuing thereafter, non-uniformed employees shall receive a cost-of-living adjustment (COLA) identical to the COLA received by the Managerial and Professional Association Exempt-A bargaining unit. All additional benefits including, but not limited, to medical, dental, personal leave, deferred compensation, vacation and sick leave accruals and payouts, will also be in accordance with the Managerial and Professional Association Exempt-A bargaining unit.
- C. Beginning calendar year 2005 and continuing thereafter, the uniformed fire personnel shall receive a cost-of-living adjustment (COLA) identical to the COLA received by the Spokane Association of Fire Officers. The uniformed police

