

SALT LAKE CITY ORDINANCE
No. _____ of 2006
(Enacting Section 2.52.100 of the Salt Lake City Code Pertaining to Benefits for Employee Dependents)

AN ORDINANCE ENACTING SECTION 2.52.100, *SALT LAKE CITY CODE*,
RELATING TO BENEFITS FOR EMPLOYEE DEPENDENTS.

WHEREAS, a strong benefits program is essential to Salt Lake City's ability to attract and retain the best employees; and

WHEREAS, people assisting and supporting those living with them is a crucial step in creating a strong household unit; and

WHEREAS, household units are arranged in a variety of ways; and

WHEREAS, strong household units are important roots for creating solid neighborhoods;
and

WHEREAS, solid neighborhoods are critical to establishing a vibrant and livable city;
and

WHEREAS, a strong benefits program can provide important assistance to City employees in helping them to provide for the well-being of their household units.

NOW, THEREFORE, be it ordained by the City Council of Salt Lake City, Utah, as follows:

SECTION 1. Section 2.52.100 of the *Salt Lake City Code*, pertaining to certain benefits for employee dependents, shall be and hereby is, enacted to read as follows:

2.52.100 Benefits for Dependents of Employees:

A. In whatever case the City provides an employee benefit program for eligible employees for medical, dental, life, accidental death and dismemberment, long term care, home, auto, or legal insurance, or the employee assistance program or for the continuation of such benefits that includes the employee's spouse and children as eligible dependents of the employee, the eligible dependents who may participate at the election of the employee shall also include one "Adult Designee" who may be designated by the employee, subject to subsection B, and the "child" or "children" of the Adult Designee as defined in the applicable plan. This section shall not apply to retirement benefit programs under the state retirement system, to benefits provided under the federal Family Medical Leave Act or to medical and dependent care flex accounts programs established under federal law.

An "Adult Designee" is an individual who is not the spouse of the employee and meets all of the following criteria:

- (a) has resided in the same domicile with the eligible employee for at least the past consecutive twelve (12) months and intends to remain so for a period of time;
- (b) is at least eighteen (18) years of age; and
- (c) is directly dependent upon, or interdependent with the employee, sharing a common financial obligation. Acceptable documentation shall include:
 - i. Any Internal Revenue Service ("IRS") form defining the Adult Designee as a dependent; or
 - ii. Any three of the following five documents:

1. A joint loan obligation, mortgage, lease, or joint ownership of a vehicle;
2. A life insurance policy, retirement benefits account, or will designating the Adult Designee as beneficiary thereto, or will of the City employee or the Adult Designee which designates the other as executor;
3. A mutually granted power of attorney for purposes of healthcare or financial management;
4. Proof showing that the City Employee or Adult Designee is authorized to sign for purposes of the other's bank or credit account;
5. Proof of a joint bank or credit account.

(d) the employee agrees to sign a notarized statement with attached documentation listed in (b)(i) or (ii) herein which shall be filed with Human Resources and shall attest to the authenticity and truthfulness of the documents and the statements as set forth in (a) and (b) above.

B. A married employee may not designate an Adult Designee (or child of an Adult Designee).

C. Section 2.52.030 notwithstanding, this section shall apply to elective officials, their administrative assistants, their personal secretaries, and heads of departments. This section shall also apply to civil service personnel of the police and fire departments through the applicable agreements of their certified bargaining representatives with the City.

SECTION 2. This ordinance shall take effect immediately upon the date of its first publication.

Passed by the City Council of Salt Lake City, Utah this _____ day of _____, 2006.

CHAIRPERSON

ATTEST:

CHIEF DEPUTY CITY RECORDER

Transmitted to Mayor on _____.

Mayor's Action: _____ Approved. _____ Vetoed.

MAYOR

ATTEST:

CHIEF DEPUTY CITY RECORDER

APPROVED AS TO FORM
Salt Lake City Attorney's Office
Date February 2, 2006
By Melanie Heif

(SEAL)

Bill No. _____ of 2006.
Published: _____.