

Port of Kingston  
Kitsap County, WA

**RESOLUTION NO. 2025-12-09-01**

**RESOLUTION TO ADOPT DOMESTIC PARTNERSHIP POLICY**

**WHEREAS**, the Port of Kingston is a special purpose Port District established under Title 53 of the Revised Code of Washington (RCW), which grants authority to port districts to adopt policies necessary for the administration of their affairs; and

**WHEREAS**, the Commissioners of the Port of Kingston recognize the importance of ensuring equal treatment and benefits for employees and their families, consistent with Washington State law; and

**WHEREAS**, under RCW 26.60.030, a state registered domestic partnership is defined as two adults who share a common residence, are both at least eighteen years of age, and where at least one partner is sixty-two years of age or older, or who otherwise meet the requirements established by the Secretary of State for registration; and

**WHEREAS**, state registered domestic partners are entitled to many of the same rights, responsibilities, and protections as spouses under Washington law, including employment-related benefits, nondiscrimination provisions, and recognition in public policies; and

**WHEREAS**, the Internal Revenue Code generally requires that the value of employer-paid health insurance premiums for a domestic partner who does not qualify as a dependent under Section 152 of the Code be treated as taxable income to the employee; and

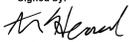
**WHEREAS**, the Commissioners of the Port of Kingston unanimously agree to adopt a Domestic Partnership Policy to ensure compliance with RCW 26.60 and applicable federal tax law, while also following Port policy by extending coverage to non-registered domestic partnerships for the 2026 plan year, with such coverage to sunset on December 31, 2026, after which the Port will align with and follow Washington State law;

**NOW, THEREFORE, BE IT RESOLVED**, by the Commissioners of the Port of Kingston that the Domestic Partnership Policy is hereby adopted, consistent with the requirements of RCW 26.60 and federal tax law and shall be made effective this 9th day of December, 2025.

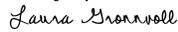
**BE IT FURTHER RESOLVED**, that any benefit premium paid by the Port of Kingston on behalf of an employee's domestic partner shall be treated as taxable income to the employee, unless the domestic partner qualifies as a dependent under Section 152 of the Internal Revenue Code.

Kingston, Kitsap County, Washington at a Regular Meeting held this 9th day of December, 2025.

**PORT OF KINGSTON  
KITSAP COUNTY, WASHINGTON**

Signed by:  
  
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Steve Heacock, Commissioner

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Mary McClure, Commissioner

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Laura Gronnvoll, Commissioner

Attest: DocuSigned by:  
  
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Greg Englin, Executive Director