

ORDINANCE 17- 14

AN ORDINANCE TO AMEND THE SPRING HILL EMPLOYEE HANDBOOK REGARDING EMPLOYEE BENEFITS

WHEREAS, the Board of Mayor and Aldermen of the City of Spring Hill, pursuant to its Charter (Article 4, Section 4-101) and general law of the State of Tennessee, enacted and adopted an Employee Handbook for the employees of the City of Spring Hill; and

WHEREAS, the Board of Mayor and Aldermen of the City of Spring Hill does desire to again amend the personnel rules and regulations established in Ordinance 99-4, to provide for clarity on employee benefit eligibility;

WHEREAS, the Board of Mayor and Aldermen, by passage of this Ordinance, hereby amends the Employee Handbook by modifying the "Employee Benefits" Section of the Employee Handbook;

BE IT THEREFORE ORDAINED BY THE BOARD OF MAYOR AND ALDERMEN OF THE CITY OF SPRING HILL, TENNESSEE that the following amendments be made to the Employee Handbook for the employees of the City of Spring Hill, TN; to wit:

Employee Benefit Programs

The City offers benefits to help protect and provide security for employees and their family, based on options selected. All employees classified as regular full-time, who are scheduled to work thirty-seven and one-half (37.5) or more hours per week, as well as the Board of Mayor and Alderman known as "Officers", are eligible for the benefit programs described below following a 60-day waiting period

Regular Full-Time Employee

An employee that is scheduled to work thirty-seven and one half (37.5) or more hours per week are designated as a regular full-time employee.

Group Health and Dental Insurance Programs

Medical and dental benefits are available to employees classified as full-time, who are scheduled to work thirty-seven and one-half (37.5) or more hours per week, as well as The Board of Mayor and Alderman known as "Officers".

Group Life Insurance Program

Life insurance benefits are provided to eligible employees classified as full-time who are scheduled to work thirty-seven and one-half (37.5) or more hours per week, as well as The Board of Mayor and Alderman known as "Officers" the first of the month following 60 days of employment. This insurance is payable in the event of an employee's death and is fully paid by the City. Payment will be made to the beneficiary, as designated by the employee.

BE IT FURTHER ENACTED, that all ordinances or parts of ordinances in conflict herewith, be and the same hereby, are repealed or modified as the case may be.

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on this 18th day of September, 2017.



Rick Graham, Mayor

ATTEST:

April Goad
April Goad, City Recorder

LEGAL FORM APPROVED:

Patrick M. Carter
Patrick M. Carter, City Attorney