

**ORDINANCE 18-07**

**AN ORDINANCE TO AMEND THE EMPLOYEE HANDBOOK OF THE CITY OF  
SPRING HILL REGARDING EMPLOYEE HEALTH INSURANCE BENEFITS  
PERMITTING A HEALTH INSURANCE OPT-OUT INCENTIVE**

**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 amend the personnel rules and regulations established in Ordinance 11-02, and

**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;

**WHEREAS**, due to the increasing cost of health insurance benefits, the City of Spring Hill Board of Mayor and Alderman desires to partner with city employees for cost sharing for the provision of this benefit.

**WHEREAS**, in order to achieve this objective, the City of Spring Hill has the option of permitting an insurance opt-out incentive for employees who have access to other health insurance coverage.

**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, effective July 1, 2018:

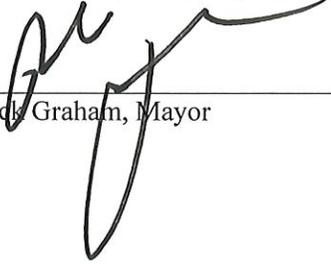
**Employee Benefit Programs**

**Group Health and Dental Insurance Programs**

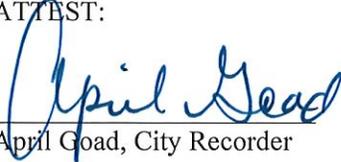
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*"Employees who have access to other coverage and waive city health insurance coverage, will be given an annual incentive payment of an amount set by the Board of Mayor and Aldermen."*

Passed and adopted by the Board of Mayor and Aldermen of the City of Spring Hill, Tennessee on the 19<sup>th</sup> day of March, 2018.

  
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Rick Graham, Mayor

ATTEST:

  
\_\_\_\_\_  
April Goad, City Recorder

LEGAL FORM APPROVED:



Patrick Carter, City Attorney

Passed on First Reading: February 20, 2018

Passed on Second Reading: March 19, 2018