

ORDINANCE 18-06

AN ORDINANCE TO AMEND THE EMPLOYEE HANDBOOK OF THE CITY OF SPRING HILL REGARDING EMPLOYEE HEALTH INSURANCE BENEFITS AS IT PERTAINS TO SPOUSAL COVERAGE

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 authorizing a spousal surcharge for spouses who have access to other insurance plans through their employer.

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:

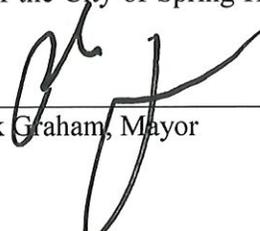
Employee Benefit Programs

Group Health and Dental Insurance Programs

(first paragraph, insert after second sentence)

. . . The City pays the total premium cost for health insurance for employee only or family coverage. *"Employees will pay a spousal surcharge in an amount set by the Board of Mayor and Aldermen, for spouses who have access to other insurance coverage through their employer."* The premium . . .

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

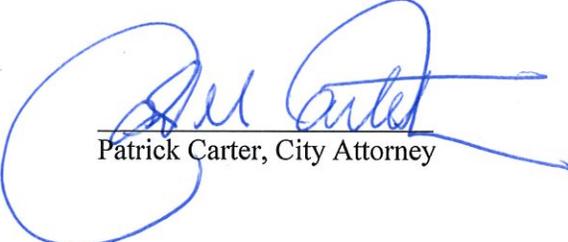


Rick Graham, Mayor

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