

RESOLUTION NO. 28-23

**A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF CAMDEN, ARKANSAS, AMENDING
RESOLUTION 7-17 AND THE PERSONNEL POLICIES
AND PROCEDURES MANUAL; SHORTENING THE WAITING
PERIOD FOR EMPLOYEE INSURANCE COVERAGE;
AND FOR OTHER PURPOSES**

WHEREAS, the City of Camden has a vital interest in providing for the safety and well-being of all employees and the public and maintaining efficiency and productivity in all of its operations; and

WHEREAS, the most recent Personnel Policies and Procedures Manual was adopted by the City Council in Resolution Number 7-17; and

WHEREAS, the subject of “Life Insurance” is explained on page 105 of the Manual; and

WHEREAS, the subject of “Group Medical Insurance” is explained on page 106 of the Manual; and

WHEREAS, the subject of “Group Dental Insurance” is explained on page 107 of the Manual; and

WHEREAS, the above sections provide that insurance coverage becomes effective on the first day of the month after a sixty (60) day waiting period; and

WHEREAS, the City Council desires to amend the Personnel Policies and Procedures Manual; and

WHEREAS, the City desires to provide employees with insurance coverage on the first day of the month following a thirty (30) day waiting period.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CAMDEN, ARKANSAS, THAT:

SECTION 1. The second paragraph of page 105 covering Life Insurance is deleted in its entirety and replaced with the following:

“Coverage becomes effective the first day of the month following a thirty (30) day waiting period after the employee’s date of hire. Coverage continues until the employee leaves the City’s employment, the employee moves to an employee class which is not eligible for this benefit, or the benefit is discontinued by the City. Specific benefits of the plan are described in the Life Insurance booklet, which can be found on the insurer website.”

SECTION 2. The second paragraph of page 106 covering Group Medical Insurance is deleted in its entirety and replaced with the following:

“Coverage becomes effective the first day of the month following a thirty (30) day waiting period after the employee’s date of hire. Coverage continues until the employee leaves the City’s employment, the employee moves to an employee class which is not eligible for this benefit, or the benefit is discontinued by the City. Specific benefits of the plan are described in the Group Medical Insurance Plan booklet, which can be found on the insurer website.”

SECTION 3. The second paragraph of page 107 covering Group Dental Insurance is deleted in its entirety and replaced with the following:

“Coverage becomes effective the first day of the month following a thirty (30) day waiting period after the employee’s date of hire. Coverage continues until the employee leaves the City’s employment, the employee moves to an employee class which is not eligible for this benefit, or the benefit is discontinued by the City. Specific benefits of the plan are described in the Group Dental Insurance Plan booklet, which can be found on the insurer website.”

PASSED AND APPROVED THIS _____ DAY OF _____, 2023.

Mayor

City Clerk