

AN ORDINANCE AMENDING CHAPTER VIII, PERSONNEL POLICIES, OF THE MUNICIPAL CODE OF THE VILLAGE OF PINEHURST, NORTH CAROLINA.

THAT WHEREAS, the Village Council adopted a Personnel Policy on September 17, 1984, such ordinance codified as Chapter VIII in the Pinehurst Municipal Code; and

WHEREAS, said Policy has been amended from time to time as circumstances and the best interests of the Community have required;

NOW, THEREFORE, BE IT ORDAINED AND ESTABLISHED by the Village Council of the Village of Pinehurst, North Carolina in Regular Session assembled this 17th day of April, 1995, as follows:

SECTION 1. That the following section of the Municipal Code is amended as follows:

- (1) Delete: Section 8-10.1 Employee Benefits.
- (2) Add as Section 8-10.1, Employee Benefits, the following:
 - A. The Village of Pinehurst will review the insurance benefits on an annual basis and provide its employees with coverage for medical and dental care, life insurance, and short-term disability.
 - B. The waiting period of said coverage that the Village provides as a benefit to its' employees, will be for a period of 60 days, from date of hire, at the end of the waiting period, the benefits will become effective.
 - C. From time to time the Village may make changes in the above benefits as it may deem necessary.

SECTION 2. That the provisions which are now incorporated in this aforementioned section of the personnel policies of the Village, supersede and amend the provisions of Chapter VIII, Section 8.10.1 Employee Benefits, rendering the provisions of that chapter and section, by Ordinance adopted September 17, 1984, invalid.

SECTION 3. That Section 4, Retirement Benefits, of the Municipal Code is amended as follows:

Add to Section 4 Retirement Benefits, at the end of the first paragraph, the following:

The Village administers a 401(k) supplemental retirement program. Benefits are paid into the fund on behalf of the employee by the Village, with an optional employee contribution available also. The amount of Village Contribution is determined on an annual basis.

SECTION 4. That the following section of the Personnel Policy is amended as follows:

(1) Delete: Article IX, Section 1.

(2) Add as Article IX, Section 1, the following:

- A. The Village of Pinehurst will review the insurance benefits on an annual basis and provide its employees with coverage for medical and dental care, life insurance, and short-term disability.
- B. The waiting period of said coverage that the Village provides as a benefit to its's employees, will be for a period of 60 days, from date of hire, at the end of the waiting period, the benefits will become effective.
- C. From time to time the Village may make changes in the above benefits as it may deem necessary.

(3) Add to Section 4, at the end of the first paragraph, the following:

The Village administers a 401(k) supplemental retirement program. Benefits are paid into the fund on behalf of the employee by the Village, with an optional employee contribution available also. The amount of Village Contribution is determined on an annual basis.

SECTION 5. That this Ordinance shall be and remain in full force and effect from and after the date of its adoption.

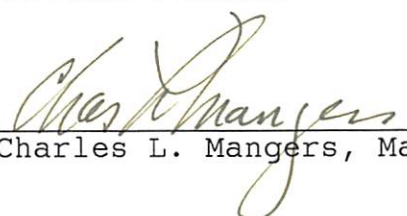
Adopted this 17 day of April, 1995.


(Municipal Seal)

VILLAGE OF PINEHURST
VILLAGE COUNCIL


Attest:

By:


Charles L. Mangers, Mayor


Mary H. McGraw, Village Clerk

Approved as to form:


John B. Clayton, Village Attorney