

RESOLUTION NO. 23-19

A RESOLUTION TO EXTEND BENEFITS TO PART-TIME EMPLOYEES

WHEREAS, part-time employees constitute a valuable and integral part of our workforce, contributing to the success and productivity of our organization;

WHEREAS, providing benefits to part-time employees enhances their overall job satisfaction, boosts morale, and promotes employee retention;

WHEREAS, extending benefits to part-time employees aligns with the principles of fairness, equity, and inclusivity;

WHEREAS, many part-time employees may rely on multiple jobs or have unique circumstances that necessitate access to benefits, such as healthcare, retirement plans, paid leave, and other employment benefits;

WHEREAS, offering benefits to part-time employees can help attract high-quality talent, leading to improved recruitment outcomes and the potential for increased operational efficiency;

WHEREAS, the competitive job market demands that organizations adapt their policies to remain attractive to a diverse and talented pool of employees;

NOW, THEREFORE, BE IT RESOLVED that The Village of New Lexington hereby adopts the following policies to extend benefits to part-time employees who work a minimum of thirty hours per week in a twelve-month period:

1. Healthcare Benefits:

a. Part-time employees who work a minimum of 30 hours per week shall be eligible to enroll in the organization's healthcare plan.

b. The organization shall contribute a proportional amount towards the healthcare premiums of part-time employees based on their weekly or monthly hours worked.

2. Retirement Plans:

a. Part-time employees who work a minimum of 30 hours per week shall be eligible to participate in the organization's retirement savings plan.

b. The organization shall match part-time employees' contributions to the retirement savings plan, up to a certain percentage, on the same basis as full-time employees.

3. Vacation, Personal, and Sick Leave:

a. Part-time employees who work a minimum of 30 hours per week shall be entitled to vacation and sick leave on a pro-rata basis.

b. The organization shall implement a policy that allows part-time employees to accrue and utilize vacation, personal, and sick leave commensurate with their hours worked.

4. Other Benefits:

a. The organization shall strive to ensure equality between part-time and full-time employees regarding the provision of benefits, where feasible and practical.

BE IT FURTHER RESOLVED that this resolution shall take effect immediately upon approval and shall remain in force until modified or rescinded by subsequent resolutions.

Passed: 7-17-23

  
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Council President

Approved:

  
\_\_\_\_\_  
Mayor

Attest:

  
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Council Clerk