

## Amendment to Village of Concord Employee Handbook

At a regular meeting of the Village Council of Concord, Michigan held in the village commons meeting room on December 12, 2023 the following amendment was motioned by Jeremiah Bush, seconded by Kyle George to amend the handbook as presented. All present were in favor. Motion approved.

Currently reads:

### 4.11) HEALTH INSURANCE:

The Village will provide health insurance for all full-time employees. Such insurance will include medical, dental and life. New employees hired after 01/01/2011 will pay 21% of the premium.

1. Medical/dental insurance will include minor children under the age of 19. Dependent children age 19 to 26 will be covered upon proof of full-time student and dependency status.
2. Spouses of employees hired after 1/1/97 will be covered with the exception of full-time employed spouses of Village employees who are eligible to receive insurance benefits from their own employers will no longer be covered under the Village's health insurance.

**Henceforth the Village of Concord Employee Handbook will be amended to read:**

### 4.11) HEALTH INSURANCE:

The Village will provide health insurance for all full-time employees. Such insurance will include medical, dental and life. New employees hired after 01/01/2011 will pay 21% of the premium *for the first three years they are satisfactorily employed by the Village. After the three-year period of satisfactory Village employment, the Village will begin paying the employee's entire premium.*

1. Medical/dental insurance will include minor children under the age of 19. Dependent children age 19 to 26 will be covered upon proof of full-time student and dependency status.
2. Spouses of employees hired after 1/1/97 will be covered with the exception of full-time employed spouses of Village employees who are eligible to receive insurance benefits from their own employers will no longer be covered under the Village's health insurance.

Amendment duly adopted.

12/12/2023

Judy Lefere  
Village Clerk

Certified to be a true copy.

