

PROPOSED CHANGES TO VILLAGE MANAGER EMPLOYMENT AGREEMENT

(effective July 1, 2024; all other provisions of the current Employment Agreement to remain in full force and effect):

SECTION 11. HOLIDAY AND VACATION LEAVE

The Manager shall be entitled to **fourteen (14)** paid holidays to be taken...These include the Day before New Year's Day, New Year's Day, Martin Luther King, Jr., Day, Presidents Day, Good Friday, Memorial Day, **Juneteenth National Independence Day**, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day, Day before Christmas and Christmas Day.

SECTION 13. DISABILITY, HEALTH AND LIFE INSURANCE

The Manager shall be entitled to health and disability benefits equal to those provided to the Village's salaried employees. If the Manager elects not to accept the village's health insurance, a health insurance opt out payment equal to 40% of the **annual State of Michigan public employee health care contribution hard cap limit for the level of insurance coverage for which the Manager is eligible under Village policy** shall be paid to the Manager in **prorated quarterly payments** in a separate check by the first pay period in January, April, July and October...

SECTION 14. RETIREMENT

The Village agrees to an immediate vesting contribution on behalf of the Manager, in an amount which is equal to **25%** of the Village Manager's base salary to a legal and appropriate retirement program as selected by the Manager and the Village Council...