

316 EMPLOYEES LIFE INSURANCE COVERAGE
& HEALTH / DENTAL INSURANCE INCENTIVE PAYMENT
(amended 2-26-15)

1. INSURANCE PROVIDED

The Village of Nashville provides Life insurance coverage for its full-time employees. The village reserves the right to change this coverage, co-payment required from employees, or any other aspect of this coverage as needed to fulfill its obligation to the residents of the community to use its resources wisely and meet current budget needs. In no way should this policy be taken to mean that employees have a contract that requires the village to provide insurance to them. Life Insurance benefits are given by the village and may be removed or changed at anytime the council deems necessary. (Meets - ACT 51 Certification per (b)(i))

The village will pay 100% of the cost of the life insurance plan for all full-time employees. All full-time employees will be enrolled in the village life insurance plan (including short term disability).

2. INSURANCE NOT PROVIDED

The Village of Nashville does not provide Health or Dental insurance coverage for any village employee. Instead the Village provides an insurance incentive payment to its full-time employees.

3. INSURANCE INCENTIVE PAYMENT

The Village of Nashville will pay \$300 per month to all full-time employees instead of insurance coverage. This incentive payment is to help employees cover the cost of purchasing health / dental insurance on their own.

(The village of Nashville has less than 50 employees and is not required by the Patient Protection & Affordable Health Care Act - PPACA - to provide health insurance coverage for its employees)