



# **VILLAGE OF SARANAC**

## **Employee Compensation Plan April 2012**

In order to comply with the State of Michigan's Economic Vitality Incentive Program, the Village of Saranac has developed this Employee Compensation Plan.

The Village intends to implement this plan with any new, modified, or extended contract or employment agreement, for employees not covered under contract or employment agreement. The plan is currently available for public viewing at the Saranac Village office located at 27 Bridge Street.

New hires that are eligible for retirement plans will be placed on retirement plans that cap annual Village contribution at 10% of base salary. The Village of Saranac does not currently have a defined benefit pension plan. Should one be implemented in the future, the maximum multiplier will be 1.5%. Final average compensation for all employees will be calculated using a minimum of 3 years of compensation and shall not include more than a total of 240 hours of paid leave. Overtime hours shall not be used in computing the final average compensation for an employee.

Health care premium costs for new hires shall include a minimum employee share of 20%; or, the Village's share of the local health care plan costs shall be cost competitive with the new state preferred provider organization health plan, on a per-employee basis.

Sharon Darby  
Village President