

VILLAGE OF CLINTON
EMPLOYEE COMPENSATION PLAN 2016

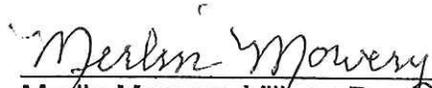
SECTION 1. PUBLICLY FUNDED HEALTH INSURANCE CONTRIBUTION ACT. Pursuant to Public Act 152 of 2011 the Village has to comply with certain state requirements for employee healthcare contributions or opt out of those requirements.

SECTION 2. COMMUNITY SERVICES. The Village provides a variety of public services for the community that has to be managed and operated by competent employees. The Village is responsible for providing water, sanitary sewer, electricity, streets, storm sewer, police, fire, park and other related services.

SECTION 3. QUALIFIED EMPLOYEES. In order to attract and retain highly qualified employees capable of performing the required duties the Village deems it necessary to provide a competitive wage and benefit package. While the wage and benefit package must be competitive enough to attract and retain skilled employees it must also be reasonably priced.

SECTION 4. EMPLOYEE HEALTH CARE CONTRIBUTION. The Village will work with the union to see if a competitive wage and benefit package can be agreed upon that incorporates employees gradually paying an increased percentage of their health care plan costs up to 20 percent. At this time the Village *elects to opt out of the Publicly Funded Health Insurance Contribution Act.*

SECTION 6. EFFECTIVE DATE. This Employee Compensation Plan duly adopted on September 7, 2016 at a regular meeting of the Clinton Village Council will become effective immediately.



Merlin Mowery, Village President



Date



Toni Gibson, Village Clerk



Date