

POLICY REGARDING FRINGE BENEFITS
Village Clerk/Village Treasurer Positions

The Roscommon Village Council is authorized to set fringe benefits for all elected officials. Benefits for elected officials identified and stated in various documents and policies are authorized by law. In order to clarify and formalize the fringe benefits afforded to the Village Clerk and Village Treasurer position, the Roscommon Village Council hereby adopts the list of full-time fringe benefits contained in this policy. Any other documents that are contrary or in conflict with the fringe benefits listed below are hereby repealed. The Roscommon Village Council is authorized to amend, change or revise this policy from time to time in accordance with all applicable laws and regulations governing such authorization.

- Health and Dental Insurance- The Village of Roscommon currently offers and will pay the premium for health insurance and dental insurance for the clerk, treasurer, and their families. This provision is subject to the terms of PA 152 of 2011.
- Payment in lieu of Health and/or Dental Insurance- Payment authorized in the same amount(s) approved by the Roscommon Village Council for full-time employees.
- Option to Enroll in Vision Insurance- The Clerk and Treasurer, and their families, are allowed to enroll with the Vision Insurance carrier that the Village has contracted with, which is a voluntary option, and paid for entirely by the individual, not by the Village of Roscommon.
- Retirement- The Clerk and Treasurer are eligible to contribute up to the limit provided by the plan; a 3% minimum contribution is required, into the Village's retirement plan. The Village will contribute 13%, 10% after the November 2012 Village election, towards the clerk and treasurer's retirement plans.
- Deferred Compensation- The Clerk and Treasurer may contribute up to the legal limit into a 457 Deferred Compensation Plan underwritten by ICMA/RC.

In order to be eligible for health insurance benefits, the clerk and treasurer must work an average of 20 hours per week. The Clerk and Treasurer are responsible for averaging this amount of hours on an annual basis.

Policy adopted by the Roscommon Village Council on July 26, 2010. Amended March 12, 2012

Ayes: McKee, Adams, Lippert, Butler

Nays: Yannatta, Sivada, Murphy

Adopted by the Village of Roscommon Council on March 12, 2012

Eric Aldous
Village President

Dawn M Dodge
Village Clerk