



## **EMPLOYEE COMPENSATION PLAN**

The Village of Brooklyn intends to modify its Personnel Policy and Procedure Manual to include the following provisions:

- a. All new hires eligible for retirement plans will be limited to a 10% of base salary cap on annual employer contributions, while a 16.2% cap will be provided for those employees not eligible for social security.
- b. The Village's defined benefit plan will be capped at a 2.25% multiplier provided post employment health care is not provided. The same multiplier shall remain for those employees not eligible for social security.
- c. The Village will calculate final average compensation by utilizing a minimum of 3 years of compensation provided it does not include more than a total of 240 hours of paid leave and is exclusive of overtime.
- d. Health care premiums costs for all new hires will include a 20% employee contribution.