

## Economic Vitality Incentive Program/County Incentive Program Certification of Employee Compensation

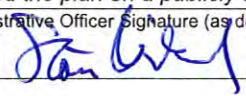
Issued under authority of 2012 Public Act 200. Filing of this form or Form 4978 Certification of 2011 Public Act 152 Compliance is mandatory to qualify for payments.

Each city/village/township/county applying for Employee Compensation payments must:

1. Certify to the Michigan Department of Treasury (Treasury) that the local unit listed below has developed and publicized an employee compensation plan as required by 2012 Public Act 200. The plan shall be made available for public viewing in the clerk's office or posted on a publicly accessible Internet site.
2. Submit to Treasury an employee compensation plan.

**City/village/township:** This certification, along with the employee compensation plan, **must be received by June 1, 2013** to receive the June and August payments or on or before July 31, 2013 to receive the August payment. Post mark dates will not be considered. For questions, call (517) 373-2697.

**County:** This certification, along with the employee compensation plan, **must be received by June 1, 2013** (or the first day of a payment month) in order to qualify for that month's payment. Post mark dates will not be considered. For questions, call (517) 373-2697.

PART 1: LOCAL UNIT INFORMATION		
Local Unit Name Hart	Local Unit County Name Oceana	
Local Unit Code 642010	Contact E-Mail Address srickard@ci.hart.mi.us	
Contact Name Stan Rickard	Contact Title City Manager	Contact Telephone Number (231) 873-2488
Website Address, if reports are available online <a href="http://www.munetrix.com/Michigan/Municipalities/14-WMSRDC/Oceana-County/City/Hart">http://www.munetrix.com/Michigan/Municipalities/14-WMSRDC/Oceana-County/City/Hart</a>		
PART 2: CERTIFICATION		
<i>In accordance with 2012 Public Act 200, the undersigned hereby certifies to Treasury that the above mentioned local unit has developed an employee compensation plan and has made the plan available for public viewing in the city, village, township, or county clerk's office or has posted the plan on a publicly accessible Internet site. The employee compensation plan is attached to this signed certification.</i>		
Chief Administrative Officer Signature (as defined in MCL 141.422b) 	Printed Name of Chief Administrative Officer (as defined in MCL 141.422b) Stan Rickard	
Title City Manager	Date May 31, 2013	

Completed and signed form (including required attachments) should be e-mailed to: **TreasRevenueSharing@michigan.gov**

If you are unable to submit via e-mail, mail the completed form and required attachment to:

Michigan Department of Treasury  
Office of Revenue and Tax Analysis  
PO Box 30722  
Lansing MI 48909

TREASURY USE ONLY		
EVIP/CIP Y N	Certification Received	EVIP/CIP Notes
Final Certification	Plan Received	

**RESOLUTION 13-29**  
**City Council**  
*City of Hart, Michigan*  
*Oceana County*

EMPLOYEE COMPENSATION PLAN  
ECONOMIC VITALITY INCENTIVE PLAN CATEGORY 3

WHEREAS, the City of Hart intends to comply with State of Michigan Treasury Department "Treasury" rules pursuant to the Economic Vitality Incentive Plan Category (EVIP) Category 3 – Employee Compensation Plan; and

WHEREAS, June 1, 2013 is the final date to certify compliance with EVIP Category 3; and

WHEREAS, in order to secure the benefits of efficient self-government and to promote and protect our common interests and welfare, the City Council hereby declares:

NOW THEREFORE BE IT RESOLVED THAT THE HART CITY COUNCIL:

*Adopts the City of Hart Employee Compensation Plan contained herein.*

*Authorizes and directs the City Manager to implement the Plan on behalf of the City of Hart; and to submit and post Treasury form 4888 by June 1, 2013 in accordance with Treasury rules.*

City of Hart  
407 State Street  
Hart, Michigan

EMPLOYEE COMPENSATION PLAN  
&  
Michigan Department of Treasury Regulations

**PREAMBLE**

The City of Hart will certify to the Michigan Department of Treasury (using form #4888) that by June 1, 2013, they have developed an employee compensation plan, which they intend to implement, with any new, modified, or extended contract or employment agreement, for employees not covered under contract or employment agreement; and that the plan has been made available for public viewing in the clerk's office or posted on a publicly accessible Internet site. The City will submit a copy of their employee compensation plan to the Michigan Department of Treasury.

**COMPENSATION PLAN**

1. New hires who are eligible for retirement plans are placed on retirement plans that cap annual employer contributions at 10% of base salary for employees who are eligible for

- social security benefits. For employees who are not eligible for social security benefits, the annual employer contribution is capped at 16.2% of base salary.
2. Although not currently offered to City employees but if offered, a defined benefit pension plan will have a maximum multiplier of 1.5% for all employees who are eligible for social security benefits, except, where postemployment health care is not provided, the maximum multiplier shall be 2.25%. For all employees who are not eligible for social security benefits, a maximum multiplier of 2.25%, except, where postemployment health care is not provided, the maximum multiplier shall be 3.0%.
  3. Although a defined benefit pension plan is not currently offered to City employees but if offered, the 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.
  4. Effective July 1, 2013, health care premium costs for new hires shall include a minimum employee share of 20%; and effective July 1, 2014, health care premium costs for all City employees shall include a minimum employee share of 20%.

Moved by Hoekwater, supported by Rybarz and thereafter adopted by the City of Hart, Michigan City Council at a regularly scheduled meeting held on Tuesday, May 28, 2013.

Ayes: 6 Nays: 0 Absent: 1

I hereby certify this to be a true and correct copy of the document on file with the office of the City of Hart Clerk.

*Laura L. Stevens, City Clerk*