

## Economic Vitality Incentive Program Certification of Employee Compensation

Issued under authority of Public Act 278 of 2011. Filing is mandatory to qualify for payments.

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

1. Certify to the Michigan Department of Treasury (Treasury) that the local unit listed below has developed an employee compensation plan that the local unit intends to implement with any new, modified, or extended contract or employment agreements for employees not covered under contract or employment agreement. 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.

This certification, along with the employee compensation plan, **must be received by May 1, 2012** (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 Delhi Charter Township	
Local Unit Code 331040	Local Unit County Ingham
Contact Name John B. Elsinga	Contact Telephone Number (517) 694-2137

### PART 2: CERTIFICATION

<i>In accordance with Public Act 278 of 2011, the undersigned hereby certifies to Treasury that by May 1, 2012, the above mentioned local unit has developed an employee compensation plan and has made the plan available for public viewing in the clerk's office or posted 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) 	
Title Township Manager	Date 04/26/12

Completed and signed forms (including required attachments) should be e-mailed to: [TreasORTA@michigan.gov](mailto:TreasORTA@michigan.gov)

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

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

Treasury Use Only		
EVIP Eligible	Certification Received	EVIP Notes
Y      N	Plan Received	
Final Certification		



## **Delhi Charter Township Economic Vitality Incentive Program (EVIP) Employee Compensation Plan**

The State of Michigan passed Public Act 63 of 2011 known as the Economic Vitality Incentive Program. In order to qualify for funding under this Program, communities must comply with three categories of reporting. Delhi Charter Township presents its Employee Compensation Plan as required to qualify for the third portion of EVIP.

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.

**All current full-time employees are placed in a retirement plan that caps annual employer contributions at 10% of base salary for employees who are eligible for Social Security benefits. All new full-time employees will be provided the same plan as current employees.**

2. For defined benefit pension plans, 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%.

**The Township has not, does not and will not offer any defined benefit pension plans.**

3. For defined benefit pension plans, final average compensation for all employees is 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.

**The Township has not, does not and will not offer any defined benefit pension plans.**

4. Health care premium costs for new hires shall include a minimum employee share of 20%; or, an employer\*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.

**For all new employees, health premium costs by the employer shall not exceed the health care premium caps as defined by Public Act 152 or shall be cost competitive with the new state preferred provider organization health plan on a per employee basis, whichever is less.**