

Village of Webberville						
Economic Vitality Incentive Program-Employee Compensation Plan Component						
Employee Information as of 4/1/12			Economic Vitality Incentive Program Standards			
Employee Unit	Defined Benefit (DB)	Covered by Social Security?	New hires who eligible for retirement plan will be placed on retirement plans that cap annual employer contributions at 10% of base salary if they are eligible for social security.	For defined benefit plans, a maximum of 1.5% multiplier if employee is eligible for social security. If there is no retiree health care, a maximum of 2.25% multiplier.	For defined benefit plans the final average compensation (FAC) shall be computed using at a minimum 3 years compensation and can't include more than 240 hours of paid leave. It also cannot include overtime.	Health care premiums for new hires shall include a minimum employee share of 20%; or, the employer's share shall be cost competitive with the new state preferred provider organization health plan on a per-employee basis.
Non-Union	4	YES	Effective April 1, 2012 the Village retirement plan calls for a 4.63% of base salary contribution by the employer.	Employees currently have a 1.7% multiplier with Social Security coverage but no retiree health care.	Employees current FAC is computed using 5 years compensation. Overtime is currently included in FAC and there is no limit on leave. The Village intends to exclude overtime and reduce included leave to 240 hours for the FAC calculation.	The Village's health care costs are competitive with the new state PPO health plan.

Blue - Village compensation policy currently within EVIP standards  
Red - Village intends to implement changes to bring policy within EVIP standards