



**City of New Buffalo
Employee Compensation
April 26, 2012**

The City of New Buffalo hereby establishes that the City will implement the following employee compensation criteria for any new, modified or extended contract or employment agreements for employees not covered under contract or employment contract:

1. New hires eligible for retirement plans will be placed on retirement plans that cap annual employer contributions:
 - a. 10% of base salary if they are eligible for social security
 - b. 16.2% of base salary if they are not eligible for social security.
2. The City will have a defined benefit plan which shall have:
 - a. A maximum 1.5% multiplier if employee is eligible for social security. If there is no retiree health care, a maximum 2.25% multiplier.
 - b. A maximum 2.25% multiplier if employee is not eligible for social security. If there is no retiree health care, a maximum 3.0% multiplier.
3. Also, for the City's defined benefit plans the final average compensation shall be computed using at a minimum three years compensation and will not include more than 240 hours of paid leave. It also will not include over time.
4. Health care premium costs 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.

This City of New Buffalo Employee Compensation fact sheet is available at City Hall, 224 West Buffalo Street, New Buffalo, MI 49117; or online at <http://www.cityofnewbuffalo.org/evip.asp>.

Authorization:

A handwritten signature in black ink that reads "Michael Mitchell".

Michael Mitchell
City Manager

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 City of New Buffalo	
Local Unit Code 112050	Local Unit County Berrien County
Contact Name Michael Mitchell	Contact Telephone Number (269) 469-1500

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 City Manager	Date April 26, 2012

Completed and signed forms (including required attachments) should be e-mailed to: 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		