

**VILLAGE OF ALMONT  
EMPLOYEE COMPENSATION PLAN**

Section 951 of Public Act 63 of 2011 requires that certain municipalities adopt various employee compensation measures in order to receive the full amount of statutory revenue sharing funds to which they are entitled.

As a result, the Village of Almont hereby intends to implement, the following employee compensate measures with any new, modified or extended contract or employment agreement:

1. New hires that are eligible for the Village's retirement plan will be placed in a retirement plan that caps annual employer contributions at 10% of the employee's base salary, provided that the employee is eligible for social security benefits.
2. For the Village's defined benefit pension plan, a maximum multiplier of 1.5% shall be used for all employees who are eligible for social security benefits, except where post-employment health care is not provided, in which case a maximum multiplier of 2.25% shall be used.
3. For the Village's defined benefit pension plan, the final average compensation for all employees shall be calculated using a minimum of three (3) years of compensation and shall not include more than a total of 240 hours of paid leave. In addition, overtime hours shall not be used in computing the final average compensation for an employee.
4. Health care premium costs for new hires shall include a minimum employee share of 20%, or alternatively, the Village's share of its selected health care plan shall be cost competitive with the new state preferred provide organization health plan on an employee basis.

## 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:

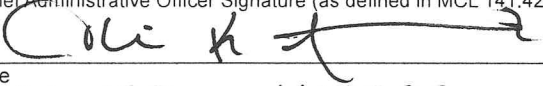
1. Certify to the Michigan Department of Treasury (Treasury) that the local unit listed below has developed an employee compensation plan that the local unit intends to implement with any new, modified, or extended contract or employment agreements for employees not covered under contract or employment 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 <b>ALMONT VILLAGE</b>	
Local Unit Code <b>443010</b>	Local Unit County <b>LAPPEER</b>
Contact Name <b>OLIVER K TURNER</b>	Contact Telephone Number <b>(810) 798-8528</b>

### 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 <b>VILLAGE MANAGER</b>	Date <b>APRIL 9, 2012</b>

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		