

CITY OF SAGINAW

Economic Vitality Incentive Program - Employee Compensation Plan Component

Employee Unit	Membership Information (12/31/11)					Economic Vitality Incentive Program Standards				PA 152
	Defined Benefit (DB)	Defined Contribution (DC)	Total	Current Contract Expiration	Covered By Social Security?					
						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.	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%.	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.	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.	Hard Cap Limits: a total amount equal to \$5,500.00 times the number of employees with single person coverage, \$11,000.00 times the number of employees with individual and spouse coverage, plus \$15,000.00 times the number of employees with family coverage, for a medical benefit plan coverage year beginning on or after January 1, 2012.
Non-Union	3	14	17	N/A	YES	Effective January 1, 2000, new hires go into DC plan with maximum 10% employer contribution	Employees currently have a 2.5% multiplier with Social Security coverage and retiree health benefits. The City will coordinate changes as they are negotiated with other City collective bargaining units.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City will coordinate changes as they are negotiated with other City collective bargaining units.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152..
SEIU Local 517M (Hourly)	33	45	78	6/30/2012	YES	Effective January 1, 2000, new hires go into DC plan with maximum 10% employer contribution	Employees currently have a 2.5% multiplier with Social Security coverage and retiree health benefits. The City is currently in negotiations and is proposing reductions to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152.
SEIU Local 517M (salaried)	38	48	86	6/30/2012	YES	Effective January 1, 2000, new hires go into DC plan with maximum 10% employer contribution	Employees currently have a 2.5% multiplier with Social Security coverage and retiree health benefits. The City is currently in negotiations and is proposing reductions to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152.
AFSCME	21	24	45	6/30/2012	YES	Effective January 1, 2000, new hires go into DC plan with maximum 10% employer contribution	Employees currently have a 2.5% multiplier with Social Security coverage and retiree health benefits. The City is currently in negotiations and is proposing reductions to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152.
COAM (Police Command)	17	0	17	6/30/2014	NO	N/A Unit has no new hires. All members are promoted from patrol unit and carry forward their reduced retirement benefit (either DB or DC)	Employees currently have a 2.6% multiplier first 25 years, 2.75% 25+ years, with retiree health benefits, but no social security coverage. The City intends to negotiate a reduction to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152.
Police Officers Labor Council (Patrol)	50	31	81	6/30/2012	NO	Effective July 1, 2002, new hires go into DC plan with 13% employer contribution	Employees currently have a 2.6% multiplier first 25 years, 2.75% 25+ years, with retiree health benefits, but no social security coverage. The City intends to negotiate a reduction to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152 in the amount of \$474,127 .
IAFF Local 102 (Firefighters)	40	18	58	6/30/2012	NO	Effective July 1, 2001, new hires go into DC plan with 13% employer contribution	Employees currently have a 2.8% multiplier with retiree health benefits, but no social security coverage. The City is currently in negotiations and is proposing reductions to conform with the EVIP.	Current employees hired before 01/01/2000, have DB plans with accrual compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with the EVIP.	The City's healthcare costs are cost competitive with the new state PPO health plan. Employee contributions, copays and deductibles exceed the required employee share for new hires. The City intends to continue to negotiate increased employee contributions.	The City's 2012 aggregate healthcare costs are below the "hard cap" limits set by PA152.

Green - City compensation policies currently within EVIP standards
 Red - City intends to implement/negotiate changes to bring policies within EVIP standards
 Blue - EVIP standards not applicable for stated reasons