

## Economic Vitality Incentive Program/County Incentive Program Certification of Employee Compensation

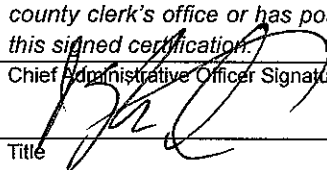
Issued under authority of 2012 Public Act 200. Filing of this form or Form 4978 Certification of 2011 Public Act 152 Compliance is mandatory to qualify for payments.

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

1. Certify to the Michigan Department of Treasury (Treasury) that the local unit listed below has developed and publicized an employee compensation plan as required by 2012 Public Act 200. 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.

**City/village/township:** This certification, along with the employee compensation plan, **must be received by June 1, 2013** to receive the June and August payments or on or before July 31, 2013 to receive the August payment. Post mark dates will not be considered. For questions, call (517) 373-2697.

**County:** This certification, along with the employee compensation plan, **must be received by June 1, 2013** (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<br>City of Iron Mountain  |  | Local Unit County Name<br>Dickinson  |
| Local Unit Code<br>222010   |  | Contact E-Mail Address<br>chieffo@cityofironmountain.com   |
| Contact Name<br>Carol J. Bartolameolli  | Contact Title<br>Chief Finance Officer | Contact Telephone Number<br>(906) 774-8530   |
| Website Address, if plan is available online<br>www.cityofironmountain.com  |  |  |
| PART 2: CERTIFICATION   |  |  |
| <i>In accordance with 2012 Public Act 200, the undersigned hereby certifies to Treasury that the above mentioned local unit has developed an employee compensation plan and has made the plan available for public viewing in the city, village, township, or county clerk's office or has posted the plan 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)<br>  |  | Printed Name of Chief Administrative Officer (as defined in MCL 141.422b)<br>Jordan G. Stanchina |
| Title<br>City Manager   |  | Date<br>May 20, 2013   |

Completed and signed form (including required attachment) should be e-mailed to: [TreasRevenueSharing@michigan.gov](mailto:TreasRevenueSharing@michigan.gov)

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

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

| TREASURY USE ONLY    |                        |                |
|----------------------|------------------------|----------------|
| EVIP/CIP<br>Y      N | Certification Received | EVIP/CIP Notes |
| Final Certification  | Plan Received          |                |

501 S. Stephenson Ave  
Iron Mountain, MI 49801  
Telephone: 906-774-8530  
Fax: 906-774-3774

**City of Iron Mountain  
Employee Compensation Plan**

Email: [citymanager@cityofironmountain.com](mailto:citymanager@cityofironmountain.com)  
Website: [www.cityofironmountain.com](http://www.cityofironmountain.com)

As required by State of Michigan Public Act 63 of 2011, the City of Iron Mountain has developed this employee compensation plan. The plan is required to qualify for full payment under the economic vitality incentive program established.

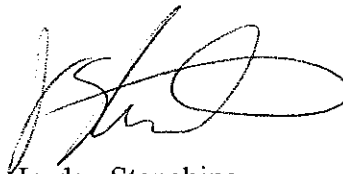
The City intends to implement the plan required by the State with any new, modified, or extended contract or employment agreements for employees not covered under contract or employment agreement. The plan is currently posted on the City's web site.

New hires eligible for retirement plans will be placed on retirement plans that cap annual employer contributions at 10% of base salary if they are eligible for social security and 16.2% of base salary if they are not eligible for social security.

Current and new employees on a defined benefit plan shall receive a maximum 1.5% multiplier if employee is eligible for social security and up to 2.25% if there is no retiree health care. A maximum 2.25% multiplier if employee is not eligible for social security and up to 3% if there is no retiree health care.

Additionally, final average compensation for defined benefit plans shall be computed using at a minimum 3 years compensation and can't include more than 240 hours of paid leave or any overtime.

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.



Jordan Stanchina  
City Manager