

**CITY OF ECORSE**  
**Employee Compensation Plan**  
3869 West Jefferson, Ecorse, MI 48229

The City of Ecorse Certifies its intent to implement the following employee compensation criteria for any new, modified, or extended contract or employee agreements for employees not covered under contract or employment contract.

1. Retirement

- A. New Employees in the Police and Fire Departments will be in a hybrid plan under MERS or another plan chosen by the City with a multiplier to be determined by the City which will not exceed .5 % which will not be payable until age 55 with 30 years of service. Only base salary will be included in the Final Three Year Average Compensation.
- B. New Employees are not eligible for retiree healthcare coverage.
- C. It is the City's intent to contribute no more than 10 % of base salary to a retirement plan for new hires if they are eligible for social security and no more than 16.2% of base salary if they are not eligible for social security. This applies to all non-union and AFSCME employees.

2. Health Insurance

- A. New Full Time Employees hired after January 1, 2012 will be required to pay a minimum of 20% of the health insurance premium.
- B. Existing Full Time Employees began paying a minimum of 20% of the health insurance premium since no later than May 1,

John Openlander Date: May 29, 2013

John Openlander, City Administrator