

CITY OF SAGINAW

PA 51 (Section 18j) - Transportation Employee Compensation Plan

		Information (8/31/14)		Compensation Incentive Program Standards				PA 152
Employee Unit	Total FTEs	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 \$5,857.58 times the number of employees with single person coverage, \$12,250.00 times the number of employees with individual and spouse coverage, plus \$15,975.23 times the number of employees with family coverage, for a medical benefit plan coverage year beginning on or after January 1, 2014.
SEIU Local 517M	13.9	6/30/2016	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 propose changes that will conform to PA 51, section 18j during upcoming contract negotiations..	Current employees hired before 01/01/2000, have DB plans with accrued compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with PA 51, section 18j.	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 2014 aggregate healthcare costs are below the "hard cap" limits set by PA152.
AFSCME	2	6/30/2016	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 propose changes that will conform to PA 51, section 18j during upcoming contract negotiations..	Current employees hired before 01/01/2000, have DB plans with accrued compensatory time banks, PTO banks, and overtime included in the FAC. The City intends to negotiate a reduction to conform with PA 51, section 18j.	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 2014 aggregate healthcare costs are below the "hard cap" limits set by PA152.

Green Compensation policies currently within PA 51 section 18j standards
 Blue City intends to implement changes to bring benefits up to PA 51 section 18j standards