

Employee Home Ownership Plan

The Employee Home Ownership Plan (EHO) is a program developed to encourage employees to “live where they work.” Through the EHO, employees will have access to a broad range of home ownership resources including down payment assistance, education, information and support services in collaboration with community-based organizations, mortgage lenders and others.

The program will provide eligible employees a forgivable loan of up to \$5,000 for down payment, closing costs and other prepaid closing expenses. The loan is interest-free and gets forgiven over a 5-year period. Since this is a taxable benefit, employees will be taxed each pay period on the forgiven portion of the loan.

In addition to financial assistance, the program will help assure that employees have access to help every step of the way in their home purchase – from deciding whether or not to buy a home and whether they can afford the financial obligation, to shopping for homes and obtaining the best financing available.

Eligible employees include those full-time employees in good standing who work a minimum of 30 hours per week. Benefits are available for Staff and Administrative employees after completion of their probationary period. Regular full-time faculty members are eligible upon signing their employment contract. Financial assistance is contingent on the employee qualifying for a mortgage loan at a lender of his or her choice and having an executed purchase agreement.

The employee must live in the home purchased as the principal residence and remain employed with Detroit Mercy for at least five years for the loan to be completely forgiven. If a home purchased with Employer Assistance is later sold, transferred or no longer occupied by the employee as the principal residence within the loan term, the unforgiven portion of the Employer financial assistance will have to be repaid.

For more information, including the boundary areas of the program, you can contact the Human Resources office at HR@udmercy.edu