

12/17/24

To: Chairperson, Ledyard Town Council

From: Chairperson, Ledyard Retirement Board

Subject: Amendment To The Retirement Plan for Full-Time Employees of the Town of Ledyard, Amended and Restated July 1, 2012

Attachment(s):

1. Amendment 2018-1 To The Retirement Plan for Full-Time Employees Of The Town of Ledyard, Amended and Restated July 1, 2012
2. Amendment 2024-1 (DRAFT) To The Retirement Plan for Full-Time Employees Of The Town of Ledyard, Amended and Restated July 1, 2012

Chairperson Rodriguez,

The Retirement Board has been in discussion regarding Attachment 1 and its impact on retaining skilled/experienced workers in town employment after they have reached Normal Retirement Age under the Defined Benefit Plan. It is the Retirement Board's consensus that Attachment 1 is detrimental to his effort. These individuals have a minimum of 12 years' experience in their positions, which makes them valuable to the town especially in this difficult hiring environment. It should be noted that with their experience, these individuals could easily go to an adjacent town where they would get both Ledyard's retirement benefits and compensatory salary/pay. If we enforce Attachment 1, these individuals will most likely either seek employment in an adjacent town and/or just retire/leave. In either case, the Town of Ledyard would be the loser.

In remediation, the Retirement Board recommends the Ledyard Town Council adopt Attachment 2 which would allow town employees to receive retirement benefits under the Defined Benefit Plan after reaching their normal retirement age while remaining employed by the Town.

The Retirement Board feels that adopting Amendment 2024-1 (Attachment 2) is in the best interest of the Town and our valued employees while maintaining the Retirement Board's fiduciary responsibility to the Town.

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John Rodolico  
Chairperson, Ledyard Retirement Board

Copy: Ledyard Mayor  
Director of Human Resources

AMENDMENT 2015-1  
TO THE RETIREMENT PLAN FOR  
FULL-TIME EMPLOYEES OF  
THE TOWN OF LEDYARD

Amended and Restated July 1, 2012

WHEREAS, The Town of Ledyard, hereinafter referred to as the "Employer" established a Plan which reserves in Section 10.01, the Ledyard Town Council's right and authority to amend the Plan; and

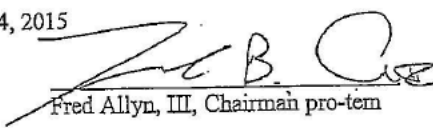
WHEREAS, the Employer desires to amend the Plan to provide for continuation of benefits for any retiree returning to employment with the Employer; and;

NOW THEREFORE, effective July 1, 2015, the Employer hereby amends the Plan as follows:

Section 5.06 (Suspension of Benefits) is hereby amended to read as follows:

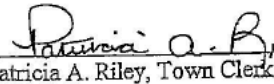
If a Member continues employment with the Town after reaching his or her Normal Retirement Date, any benefits payable to such Member or retired or former Eligible Employee under the Plan shall be suspended during the period of such continued employment. If a retired Member returns to employment with the Town in the same department which he or she retired from, any benefits payable to such retired Member under the Plan shall be suspended during the period of such continued employment. However, if a retired Member returns to employment with the Town in a different department which he or she retired from, any benefits payable to such retired Member under the Plan during such period of continued employment shall continue without disruption. This member will not be allowed to contribute to any Town pension plan.

Approved by the Ledyard Town Council on October 14, 2015

  
Fred Allyn, III, Chairman pro-tem

IN WITNESS WHEREOF, this 2015-1 Amendment is signed this 16<sup>th</sup> day of  
October 2015.

THE TOWN OF LEDYARD

By   
Patricia A. Riley, Town Clerk

**AMENDMENT 2024-1  
TO THE RETIREMENT PLAN FOR  
FULL-TIME EMPLOYEES OF  
THE TOWN OF LEDYARD  
Amended and Restated July 1, 2012**

**WHEREAS**, The Town of Ledyard, hereinafter referred to as the “Employer” established a Plan which reserves in Section 10.01, the Ledyard Town Council’s right and authority to amend the Plan; and

**WHEREAS**, the Employer desires to amend the Plan to provide for continuation of benefits for any retiree returning to employment with the Employer; and;

**NOW THEREFORE**, effective XXX, X 2024, the Employer hereby amends the Plan as follows:

Section 5.06 (Suspension of Benefits) is hereby amended to read as follows:

Section 5.06 Continued Employment Post Retirement

If a Member continues employment with the Town after reaching his or her Normal Retirement Date, and elects to retire under the plan, any benefits payable to such Member or retired or former Eligible Employee under the Plan shall be paid as prescribed by the plan as if he/she had not continued employment with the town.

Table of Contents is hereby amended to read as follows:

Article 5:06 Continued Employment Post Retirement

Approved by the Ledyard Town Council on *Date*

\_\_\_\_\_  
Naomi Rodriguez, Chairperson  
Ledyard Town Council

**IN WITNESS WHEREOF**, this 2024-1 Amendment is signed this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

**THE TOWN OF LEDYARD**

By \_\_\_\_\_  
Patricia A. Riley, Town Clerk