

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 2015-1 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 this effort. These individuals have a minimum of 12 years' experience in their positions, which makes them valuable to the town especially in a difficult hiring environment. It should be noted that with their experience, these individuals could easily go to a nearby town where they would get both Ledyard's retirement benefits and compensatory salary/pay and likely a Defined Contribution plan. If we enforce Attachment 1, these individuals will most likely either seek employment in a nearby 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 after being retired 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.

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

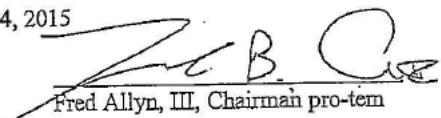
WHEREAS, the Employer desires to amend the Plan to provide for continuation of benefits for any retiree returning to employment with the Employer; and;

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 16th day of
October 2015.

THE TOWN OF LEDYARD

By Patricia A. Riley
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 retirement benefits for any Member rehired by 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 Rehired Employees

If a Member elects to retire under the Plan upon reaching his or her Normal Retirement Date, and is rehired by the Town, the rehired Employee shall be paid retirement benefits as prescribed by the plan as if he/she had not been rehired by the town.

Table of Contents is hereby amended to read as follows:

Section 5:06 Rehired Employees

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

Attachment 2