

**CITY OF DALTON  
RESOLUTION  
Resolution No. 20-21**

**Resolution Supporting Expansion Of City Employee Retirement Benefits**

**WHEREAS**, the Mayor and Council desire to recruit and maintain quality employees across all City departments to provide for quality services to the citizens of the City of Dalton; and

**WHEREAS**, the provision of retirement benefits is an important tool in the recruitment and retention of quality City employees; and

**WHEREAS**, the Mayor and Council recognize the need to provide retirement benefits at a reasonable cost and be good stewards of public funds; and

**WHEREAS**, the Mayor and Council recognize that public safety is a unique service provided by the City and that the employees of the Fire and Police Departments have unique retirement needs; and

**WHEREAS**, the Mayor and Council desire to freeze the level of benefits of the defined benefit plan as of December 31, 2021; and

**WHEREAS**, the Mayor and Council desire to permit all City employees to participate in the defined contribution plan; and

**WHEREAS**, the Mayor and Council desire to permit all employees who are members of the defined benefit plan to be eligible to participate in the defined contribution plan, shall be deemed to be fully vested in the defined contribution plan as of January 1, 2021, and shall receive a 5% core benefit contributed by the City and up to a 5% matching benefit contributed by the City to the defined contribution plan effective January 1, 2021; and

**WHEREAS**, the Mayor and Council desire that new City employees shall be entitled to participate in the defined contribution plan immediately upon their employment with the City; and

**WHEREAS**, the Mayor and Council desire that all City employees that are not members of the defined benefit plan shall be fully vested in the defined contribution plan at twelve months of service; and

**WHEREAS**, the Mayor and Council desire that all City employees as of January 1, 2021 shall have all their months of service in 2020 credited towards the twelve month vesting period of the defined contribution plan; and

**WHEREAS**, the Mayor and Council desire that all City employees that are not members of the defined benefit plan shall receive a 5% core benefit contributed by the City and up to a 5%

matching benefit contributed by the City to the defined contribution plan effective January 1, 2021; and

**WHEREAS**, the Mayor and Council desire that all new City employees on or after January 1, 2021 shall receive a 5% core benefit contributed by the City and up to a 5% matching benefit contributed by the City to the defined contribution plan effective after six months of service; and

**WHEREAS**, the Mayor and Council desire that the City fund and pay the monthly membership dues for all sworn firefighters in the Georgia Firefighters Pension Fund and sworn police officers in the Peace Officers Annuity And Benefit Fund effective January 1, 2021; and

**NOW, THEREFORE, BE IT RESOLVED BY THE** Mayor and Council of the City of Dalton as follows: The Mayor and Council hereby authorize and direct the City Administrator, City Attorney, Chief Financial Officer and the Human Resource Director take all actions necessary to investigate, consult with appropriate experts, and prepare all necessary ordinances and contracts to carry out the provisions and intent of this Resolution.

**BE IT FURTHER RESOLVED**, that this Resolution shall become effective immediately upon its approval by the Mayor and Council of the City of Dalton.

**ADOPTED AND APPROVED** on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_, at the regular meeting of the Mayor and Council of the City of Dalton.

The foregoing Resolution received its first reading on \_\_\_\_\_. A motion for passage of the Resolution was made by Councilmember \_\_\_\_\_, second by Councilmember \_\_\_\_\_ and upon the question the vote is \_\_\_\_\_ ayes, \_\_\_\_\_ nays and the Resolution is adopted.

Attest:

CITY OF DALTON, GEORGIA

\_\_\_\_\_  
CITY CLERK

\_\_\_\_\_  
MAYOR