

CITY OF DALTON
RESOLUTION
Resolution No. 20-30

**Resolution Authorizing Expansion Of City Employee Defined Contribution Plan
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 desire to permit all eligible City employees to participate in the City of Dalton defined contribution plan; and

WHEREAS, the Mayor and Council desire to permit all eligible employees who are members of the City of Dalton defined benefit plan to continue to be eligible to participate in the City of Dalton defined contribution plan by investing their own funds; and

WHEREAS, the Mayor and Council desire that eligible 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 eligible 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 eligible City employees as of December 31, 2020 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 eligible 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, or as soon as practicable thereafter upon completion of the necessary contracts and administrative policies and procedures but no later than July 1, 2021, and that said employees shall be fully vested in the defined contribution plan after twelve months of service; and

WHEREAS, the Mayor and Council desire that all eligible 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 City of Dalton defined contribution plan effective after six months of service and that said employees shall be fully vested in the defined contribution plan after twelve months of service; and

NOW, THEREFORE, BE IT RESOLVED BY THE Mayor and Council of the City of Dalton as follows:

BE IT RESOLVED THAT, all eligible employees who are members of the City of Dalton defined benefit plan shall continue to be eligible to participate in the City of Dalton defined contribution plan by investing their own funds; and

BE IT FURTHER RESOLVED THAT, all eligible new City employees shall be eligible to participate in the defined contribution plan immediately upon their employment with the City; and

BE IT FURTHER RESOLVED THAT, all eligible City employees as of December 31, 2020 who are not members of the defined benefit plan shall have all their months of service in 2020 credited towards the twelve month vesting period of the City of Dalton defined contribution plan; and

BE IT FURTHER RESOLVED THAT, all eligible City employees as of December 31, 2020 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 City of Dalton defined contribution plan effective January 1, 2021, or as soon as practicable thereafter upon completion of the necessary contracts and administrative policies and procedures but no later than July 1, 2021, and that said employees shall be fully vested in the defined contribution plan after twelve months of service, ; and

BE IT FURTHER RESOLVED THAT, all eligible new City employees on or after January 1, 2021 shall be immediately eligible to participate in the City of Dalton defined contribution 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 after six months of service, and that said employees shall be fully vested in the defined contribution plan after twelve months of service; and

BE IT FURTHER RESOLVED THAT, the Mayor and Council hereby authorize and direct the City Administrator, City Attorney, Chief Financial Officer and the Human Resource Director to take all actions necessary to and prepare all necessary 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