

SUMMARY OF ORDINANCE

NO. 76

CONTRACT BETWEEN

THE JOINT MUNICIPAL EMPLOYEES RETIREMENT SYSTEM

AND

THE CITY OF LOOKOUT MOUNTAIN, GEORGIA

1. Covered Employees

- A. Full time (more than 20 hours per week and more than 5 months in any year).
- B. Completed one (1) year of continuous service before attaining age 61.
- C. Break in Service - treated as new employee unless:
 - (i) the break is less than one year;
 - (ii) employed by another city participating in JMERS;
 - (iii) employee was in the Armed Forces; and
 - (iv) authorized leave of absence.
- D. Break in service for credited service -- if re-employed for 5 years - not counted, but no credit given for absence.

2. Retirement

- A. Normal retirement - 65;
- B. Early retirement - 55 and ten (10) years of total credited service.
- C. Delayed retirement:
 - (i) 5 years credited service - permission of the City;
 - (ii) Less than 5 years service - has right to complete 5 years or work until age 70;
- D. Disability retirement - keyed to Social Security definition of retirement.

3. Benefits

- A. Benefit Calculation. Based upon: (1) total credited service (past credited service and future credited service); (2) final average earnings (average over five highest years prior to retirement) (3) percentage of compensation, adjusted for integration with Social Security; (4) multiplied by a fraction to reduce to a monthly benefit.
- B. Early Retirement. Election to take an immediate payment reduced actuarially or defer same until his Normal Retirement Date without actuarial reduction.
- C. Delayed Retirement Benefit. Gives credit for Future Credited Service beyond Normal Retirement Date.
- D. Disability Benefit. Calculated same as Normal Retirement Benefit with no actuarial reduction for age but in no event less than 10% of average monthly earnings during immediately preceding 12 months. Paid until disability ceases.

4. Forms of Payment of Benefits

- A. Joint and survivor annuity;
- B. Period certain and life. 5, 10, 15 or 20 year options.
- C. Income leveling option - keyed to Social Security - payments higher until one starts to draw Social Security.

5. Death or Termination

- A. Death. No benefit except upon attaining 55 or 65, plus 5 years service. Receive benefit calculated under joint and survivor annuity actuarially reduced to the date of his death; but employee must designate beneficiary for option to become available.
- B. Death After Retirement. See options available for benefit payments, to determine what, if anything, is payable to survivor.
- C. Termination. Entitled to vested portion of his benefit; payable at his early retirement date or normal retirement date (employee's option). Must have completed 10 years of service or 5 years of service if termination is without cause.

6. Contributions. City only; plan participants cannot contribute.
7. Pension Committee. Composed of City Attorney, City Clerk; City Manager, 2 employees, 2 councilmen; Secretary must be designated in writing to represent committee with JMERS.
8. Board of Trustees. JMERS officials shall be paid an administrative fee, charged to the City.