

AN ORDINANCE AMENDING THE EAST LAMPETER TOWNSHIP NON-UNIFORMED EMPLOYEE PENSION PLAN TO AMEND THE ACCRUED BENEFIT PAYABLE TO ACTIVE PARTICIPANTS UNDER ARTICLE 4 OF THE EAST LAMPETER TOWNSHIP DEFINED BENEFIT PLAN

WHEREAS, the Board of Supervisors has previously established the East Lampeter Township Defined Benefit Plan, which is a pension plan for non-uniformed employees and which was most recently amended on July 13, 2009 by Ordinance No. 279; and

WHEREAS, the Board of Supervisors is further desirous of modifying the accrued benefit to which active participants are entitled from 1.9 percent of average compensation to 1.5 percent of average compensation for employees hired on or after January 1, 2014, subject to approval of the currently pending 2014-2015-2016 collective bargaining agreement for non-uniformed employees.

NOW THEREFORE, be and it is hereby enacted and ordained as follows:

1. Calculation of Accrued Benefit. Section 4.01(a), which addresses the accrued benefit for active participants in the plan is hereby amended to substitute an amount equal to 1.5 percent of the active participant's average compensation for 1.9 percent of such person's average compensation.

2. Ratification of Remaining Portions of Plan. All other terms and conditions of the plan and of the ordinance by which the plan was adopted, as amended from time to time, are hereby ratified and confirmed.

3. Amendment Subject to Approval of Collective Bargaining Agreement. The amendment made by this ordinance is subject to approval of the currently pending 2014-2015-2016 Agreement Between East Lampeter Township and East Lampeter Township Non-Uniformed Employees Affiliated with the American Federation of State, County and Municipal Employees District Council 89 AFL-CIO for East Lampeter Township Non-Uniformed Employees,

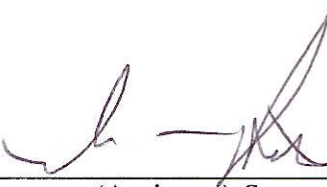
anticipated to be ratified by the bargaining unit on or about January 21, 2014, and receipt by the township of a finalized copy of the agreement signed by the authorized representatives of the bargaining unit. If confirmation of such ratification is not received on or before February 21, 2014, the action taken by this ordinance shall be null and void.

4. Effective Date. Except as provided above, this ordinance shall be effective in five (5) days with the effect that the amended provision applies to employees hired on or after January 1, 2014.

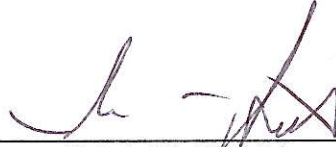
ORDINANCE adopted this 17th day of December, 2013.

BOARD OF SUPERVISORS OF THE
TOWNSHIP OF EAST LAMPETER

By: 
(Vice) Chairman

Attest: 
(Assistant) Secretary

I, Ralph M. Hutchison, Secretary of the Board of Supervisors of East Lampeter Township, Lancaster County, Pennsylvania, hereby certify that the foregoing is a true and correct copy of an ordinance duly adopted at a legally constituted meeting of the Board of Supervisors of East Lampeter Township held on December 17, 2013, at which meeting a quorum was present and voted in favor thereof.



Ralph M. Hutchison, Secretary