

**APPENDIX I  
PROVISIONS FOR PARTICIPANTS EMPLOYED AS  
DISPATCHERS**

This Appendix I lists the provisions applicable to Eligible Employees of the Town who are employed as dispatch employees and who are within a collective bargaining unit ("Appendix I Eligible Employees"). In the event that the provisions of this Appendix I are inconsistent with the terms contained in the remainder of the Plan, the provisions contained in this Appendix I shall take precedence.

**1. Entry Date**

The Entry Date is the first day of the Appendix I Eligible Employee's employment with the Town. The Plan is closed to Employees of the Town who are employed as a dispatch employee hired on or after July 1, 2007.

An Appendix I Eligible Employee hired before July 1, 2007 will only participate in the Defined Benefit Plan. A dispatch Employee hired after July 1, 2007 will only participate in a Defined Contribution Plan, and not the Defined Benefit Plan.

**2. Pick-Up Contributions**

The Appendix I Eligible Employee's Pick-Up Contributions shall equal five percent (5%) of the Appendix I Eligible Employee's Earnings for the Plan Year.

**3. Average Annual Earnings**

"Average Annual Earnings" means with respect to an Appendix I Eligible Employee the average of the Appendix I Employee's Earnings received during the three (3) consecutive Plan Year period preceding the date on which the Appendix I Eligible Employee's employment terminates (or the Participant's period of employment, if shorter). In the event an Appendix I Eligible Employee has not completed three (3) full, consecutive Plan Years prior to the date on which the Participant's employment terminates, for purposes of determining an Appendix I Eligible Employee's Average Annual Earnings, the Appendix I Eligible Employee's Earnings for any partial Plan Year shall be determined by dividing the Appendix I Eligible Employee's Earnings for such partial Plan Year by the Appendix I Eligible Employee's number of completed months of Service and by multiplying that number by twelve (12).

**4. Normal Retirement**

**Normal Retirement Age** means the later of: (i) the date on which the Appendix I Eligible Employee attains age sixty (60) or (ii) the twenty-fifth (25th) anniversary of the date on which the Appendix I Eligible Employee commenced participation in the Plan.

## **5. Normal Retirement Benefit**

An Appendix I Eligible Employee's Normal Retirement Benefit shall be an annual retirement benefit equal to one and three quarter percent (1.75%) of the Appendix I Eligible Employee's Average Annual Earnings multiplied by the number of years of his or her Benefit Service, provided, that in no event shall Appendix I Eligible Employee's Normal Retirement Benefit be equal to more than seventy percent (70%) of the Appendix I Eligible Employee's Average Annual Earnings.

## **6. Vesting**

Vesting shall be as provided for in Section 6.1 of this Plan.

## **7. Contribution for Prior Service**

If an Active Appendix I Eligible Employee did not make Mandatory Employee Contributions or Pick Up Contributions commencing on his first day of employment due to the prior provisions of the Plan then such Appendix I Eligible Employee shall be required to make up any such contributions on a retroactive basis by contributing the amount he would have made to the Plan had contributions been required for any such period or periods. Such retroactive Make-up Contributions shall be made in a single lump-sum payment, otherwise they shall be made on an installment basis over a reasonable period of time as determined by the Town. Such Make-up Contributions shall not be picked-up pursuant to Section 414(h) of the Code.

## **8. Duration**

This Plan shall be subject to renegotiation three (3) years from its effective date of January 1, 2019.