

**Hatfield Township  
Montgomery County, Pennsylvania**

**ORDINANCE NO.644**

**AN ORDINANCE OF HATFIELD TOWNSHIP, MONTGOMERY COUNTY, PENNSYLVANIA, AMENDING THE CODE OF ORDINANCE, ENTITLED HATFIELD TOWNSHIP MUNICIPAL EMPLOYEES' PENSION PLAN IN ORDER TO PROVIDE AN EARLY RETIREMENT PROGRAM AND TO CLOSE THE PLAN TO NEW EMPLOYEES.**

**WHEREAS**, Hatfield Township previously established the Hatfield township municipal employee's plan; and

**WHEREAS**; Hatfield Township desires to enact an amendment to the plan:

**NOW THEREAFTER**, be it ordained and enacted by Hatfield Township that the attached Amendment #3 to the Hatfield Township Municipal Employees' Pension Plan is enacted. Devan Stewart, as the agent of the Employer is authorized and directed to execute the attached amendment of the Plan.

**ENACTED** and **ORDAINED**, this 30<sup>th</sup> day of January 2013.

**ATTEST:**

**HATFIELD TOWNSHIP  
BOARD OF COMMISSIONERS:**

\_\_\_\_\_  
Devan Stewart  
Assistant Township Manager

By : \_\_\_\_\_  
Thomas C. Zipfel  
President

**AMENDMENT #3  
TO THE  
HATFIELD TOWNSHIP MUNICIPAL EMPLOYEES' PENSION PLAN**

As authorized by Section 9.2 of the Hatfield Township Municipal Employees' Pension Plan ("Plan") as amended and restated effective January 1, 2008, the employer, Hatfield Township, hereby amends the Plan to provide an early retirement incentive program and to close the plan to new employees. This amendment shall be effective as provided herein. This amendment shall supersede the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this amendment.

The employer hereby amends the Plan in the following manner:

**FIRST: Eligible Class of Employees**

Section 2.1(b) is amended to read as follows:

**Section 2.1(b) – Eligible Class of Employees**

All employees of the employer shall be eligible to be covered under the Plan except for employees in the following category(ies):

- Individuals not directly employed by the employer as defined in Section 1.6. An employee of an entity that is not a participating employer in this plan shall not participate in this plan.
- Employees employed as police officers.
- Temporary or substitute employees.
- Employees hired after December 31, 2012.

**SECOND: Early Retirement**

Section 3.5 is amended to read as follows:

**Section 3.5 – Early Retirement**

If a participant satisfies the requirements for early retirement, the participant's accrued benefit shall be 100% vested and nonforfeitable. Such participant may retire before his normal retirement date without the consent of the employer and receive early retirement benefits from the plan. The early retirement date of each participant shall be the first day of the month coincident with or next following the day on which he satisfies the early retirement benefit requirement(s).

In the case of a participant who has attained age 55 and completed 25 years of vesting service or who has attained age 62 and completed 10 years of benefit service before his normal retirement date, the early retirement benefit shall be equal to the actuarial equivalent (as determined using the early retirement factors listed in Appendix E) of the normal retirement benefit accrued as of his early retirement date. If a participant separates from service before satisfying the age requirement for this early retirement provision, but has satisfied the service requirement, the participant shall be entitled to elect this retirement benefit upon satisfaction of such age requirement.

Notwithstanding the above, an active participant who has attained age 59 and completed 10 years of vesting service on or before February 28, 2013, may retire between January 1, 2013, and February 28, 2013, and receive an early retirement benefit equal to the benefit accrued as of his early retirement date, without actuarial reduction.

**THIRD: Effective Date**

The effective date of the amendments is January 1, 2013.

**FOURTH: Remaining Plan Provisions**

All other provisions of the Plan remain in full force and effect.

Executed this 30<sup>th</sup> day of January 2013 by the duly authorized agent of Hatfield Township.

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Title **Assistant Township Manager**