



PLAN DOCUMENT FOR EARLY RETIREMENT INCENTIVE PLAN

Plan Name: The name of the plan shall be the Retirement Incentive Plan of the County of Summit Ohio, Summit County Children Services, hereinafter referred to as the Plan.

Enabling Resolution and Governing Law: The Plan was approved by the Board of Trustees of the Summit County Children Services on September 22, 2009, and is based on the provisions of Section 145.297 and/or Section 145.298, Ohio Revised Code, and Administrative Rule 145-2-42.

Plan Period: The Plan shall begin on February 1, 2010, and terminate on January 31, 2011.

Terms:

- (A) The Plan shall be the only retirement incentive plan in effect for eligible employees of the County of Summit, Ohio, Summit County Children Services.
- (B) Participation in the Plan shall be available to 100% of employees of the County of Summit Ohio, Summit County Children Services who are employed by the County of Summit Ohio, Summit County Children Services and are members of OPERS on February 1, 2010. Employees who have established more total service credit of record in the Ohio Public Employees Retirement System pursuant to applicable service credit provisions of Chapter 145, Ohio Revised Code, have the right to elect to participate in the Plan before employees having less total service credit established in OPERS.
- (C) Pursuant to the terms of the Plan, service credit for each participating employee shall be purchased by the County of Summit Ohio, Summit County Children Services in an amount equal to the lesser of the following:
 - 1. Three (3) years of service credit, or
 - 2. An amount of service credit equal to one-fifth of the total service credit of record credited to the participating employee in the Ohio Public Employees Retirement System, exclusive of the service credit purchased under this Plan.

Eligibility Requirements: Any employee of the County of Summit Ohio, Summit County Children Services eligible to participate in the Plan shall meet the following criteria:

- (A) The employee is or will be eligible to retire under Section 145.32, 145.34, 145.37, or 145.33(A), Ohio Revised Code, on or before the date of termination of the Plan. Service credit to be purchased for the employee under the Plan shall be included in making this determination for eligibility.
- (B) The employee agrees to retire under Section 145.32, 145.34, 145.37, or 145.33 (A), Ohio Revised Code, within 90 days after receiving notice from the Ohio Public Employees Retirement System that service credit has been purchased for the employee pursuant to the Plan.

Notice: The Plan shall be in effect for a minimum of one year. All employees and the Ohio Public Employees Retirement System will receive written notice 30 days in advance of the proposed termination date of the Plan.

Grievance Procedure: Summit County Children Services shall implement the dispute resolution/grievance procedures as provided for in provisions of the Collective Bargaining Unit Agreement between Summit County Children Services and Local #4546 of the Communications Workers of America. and the Summit County Children Services Management & Confidential Employee Handbook to resolve in a timely and impartial manner any disputes that arise under the Plan.