

RESOLUTION NO. 2019-06

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON; SUPERSEDING RESOLUTION NO. 03-203 AND AUTHORIZING THE CITY MANAGER TO EXECUTE A GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT WITH THE ICMA RETIREMENT CORPORATION AMENDING THE VESTING SCHEDULE

WHEREAS, City employees are currently required to have five (5) years of service in order to vest in the City's contribution to the Public Employees Retirement (PERS) Replacement Account in the form of the ICMA Retirement Corporation Governmental Money Purchase Plan and Trust; and

WHEREAS, the City has experienced difficulty in recruiting candidates with the knowledge and experience necessary to replace long-term employees in key positions whose responsibilities and works tasks have increased in complexity in the 15 years since the 5-year vesting requirement was established; and

WHEREAS, candidates possessing the necessary knowledge and experience to adequately fill key positions in the City are reluctant to either apply for these positions or accept an offer of employment due to the inability to vest in the City's retirement plan until 5 years of City employment have been completed; and

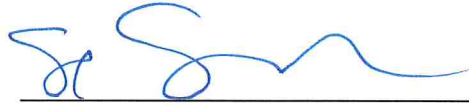
WHEREAS, it has therefore been determined that a graduated vesting plan that results in 100% vesting by the completion of the third year of employment would provide an increased incentive to prospective job candidates already vested in a PERS retirement program to seek and accept employment with the City of Covington; now, therefore,

BE IT RESOLVED by the City Council of the City of Covington, Washington, as follows:

Section 1. The City Council does hereby approve the following vesting schedule as called out in Section X – Vesting Provisions (page 6) of the Governmental Money Purchase Plan & Trust Adoption Agreement in the form of the ICMA Retirement Corporation Governmental Money Purchase Plan and Trust:

<u>Period of Service Completed</u>	<u>Percent Vested</u>
Zero Years	0%
One Year	25%
Two Years	50%
Three Years	100%

PASSED in open and regular session on this 25th day of June 2019.



For

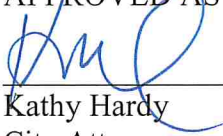
Mayor Jeff Wagner

ATTESTED:



Sharon Scott
City Clerk

APPROVED AS TO FORM:



Kathy Hardy
City Attorney