

RESOLUTION 2012-01
A RESOLUTION TO AMEND THE EARLY RETIREMENT PLAN
OF THE CITY OF BELLE MEADE

WHEREAS, the Board of Commissioners adopted an Early Retirement Plan (ERP) on October 19, 2005 to fulfill the City's objectives to provide a wholly voluntary incentive to retire early and to reward employees for extended loyal service to the City by providing an opportunity to retire early; and

WHEREAS, it has become apparent that certain portions of the ERP require clarification or change; now therefore:

BE IT RESOLVED by the City of Belle Meade, Tennessee as follows:

SECTION 1. In the ERP document, Section III, (A), (3) Time of Payment, shall be amended to read as follows:

The employee will receive the Early Retirement Incentive in a lump sum as soon as practicable following retirement. All Early Retirement Incentive payments will be made by the City. In the event of an employee's death after both (a) the date that the employee first satisfied the eligibility requirements in Article II, and (b) the date that an Early Retirement Agreement for such employee had been approved and signed, any unpaid Early Retirement Incentive payment will be paid to the employee's estate. In the event the employee becomes permanently and totally disabled (as determined by the City in its sole discretion) after both (a) the date that the employee first satisfied the eligibility requirements in Article II, and (b) the date that an Early Retirement Agreement for such employee had been approved and signed, the City will remain responsible for providing the payment(s) specified in the Early Retirement Agreement. No benefit shall be payable to an employee who, despite having applied for the benefit, dies, becomes disabled or is otherwise disqualified from receiving the benefit prior to satisfying the eligibility requirements in Article II.

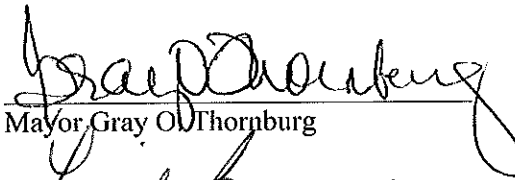
SECTION 2. In the ERP document, Section IV, (A), Application Form, shall be amended to read as follows:

An employee must submit a completed and signed application (using the form in Attachment I) for early retirement benefits no less than 180 days before his or her requested date of early retirement under the ERP even if, at the time of such application, the employee has not yet satisfied all of the eligibility requirements in Article II.

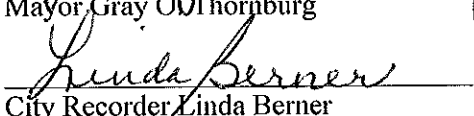
SECTION 3. This Resolution shall become effective upon its passage.

Date of Adoption:

March 28, 2012



Mayor Gray O. Thornburg



City Recorder Linda Berner