

DILLSBURG BOROUGH
YORK COUNTY, PENNSYLVANIA

ORDINANCE 2009-1

AN ORDINANCE OF THE BOROUGH OF DILLSBURG,
YORK COUNTY, PENNSYLVANIA AUTHORIZING AND
EMPOWERING THE WEST SHORE TAX BUREAU TO
IMPOSE AND RETAIN THOSE COSTS AND FEES
ASSOCIATED WITH THE COLLECTION OF DELINQUENT
TAXES IN ACCORDANCE WITH ACT 192 OF 2004.

WHEREAS, Dillsburg Borough, York County, by Ordinance, has levied, assessed and provided for the collection of certain local taxes under and pursuant to the authority of ACT 511 of the 1965 General Assembly of the Commonwealth of Pennsylvania, enacted December 31, 1965, and effective January 1, 1966, as amended; and

WHEREAS, Dillsburg Borough, by Ordinance §24-102, has levied, assessed and provided for the collection of certain local taxes under and pursuant to ACT 511 of the 1965 General Assembly of the Commonwealth of Pennsylvania, enacted December 31, 1965, and effective January 1, 1966, as amended: and

WHEREAS, Dillsburg Borough has designated the West Shore Tax Bureau to collect said taxes levied by Dillsburg Borough, including taxes levied by Dillsburg Borough that are or may become delinquent; and

WHEREAS, pursuant to ACT 192 of 2004, Dillsburg Borough, or its designated tax collector of the aforementioned local taxes, is entitled to impose and retain those costs of collection on taxes that become delinquent and/or that remain due and unpaid.

NOW, THEREFORE, BE IT ENACTED AND ORDAINED AS FOLLOWS:

1. Dillsburg Borough hereby approves and adopts the Cost of Collection Schedule, attached hereto and made a part hereof, to be imposed by the West Shore Tax Bureau, or other such tax collection entity hereinafter designated by Dillsburg Borough for the collection of local taxes, upon any taxpayer or employer whose taxes are or become delinquent and/or remain due and unpaid; provided, however, that Dillsburg Borough may amend said fee schedule by resolution from time to time.
2. The West Shore Tax Bureau, or such other tax collection entity, designated by Dillsburg Borough, is authorized to collect and retain such costs of collection as set forth in the attached schedule in recovering delinquent taxes and as permitted to be assessed on delinquent taxpayers pursuant to law.
3. Any ordinance or part thereof conflicting with the provisions of this Ordinance is hereby repealed to the extent of such conflict.

4. This Ordinance shall become effective Five (5) days after the enactment thereof.

ADOPTED AND ORDAINED THIS 13th DAY OF JANUARY, 2009.

ATTEST:

Debbi Beitzel/Secretary

Jeffrey Griffin/Council President

Henry Snyder/Mayor

WEST SHORE TAX BUREAU

SCHEDULE OF COSTS TO PROVIDE DELINQUENT TAX NOTICES AND TO COLLECT DELINQUENT TAXES FROM INDIVIDUAL TAXPAYERS AND EMPLOYERS

1. INDIVIDUAL EARNED INCOME TAX

A. Non-filing individual taxpayer delinquency notices:

- | | |
|---|----------|
| 1. First delinquent notice – 1 st Class Mail (each notice) | No Cost |
| 2. Second delinquent notice – Certified Mail (each notice) | \$ 10.00 |
| 3. Notice of Tax Examination – Certified Mail (each notice) | \$ 10.00 |

B. Unpaid individual earned income tax:

- | | |
|--|------------------------------|
| 1. First non-payment notice – 1 st Class Mail (each notice) | No Cost |
| 2. Second non-payment notice – Certified Mail (each notice) | \$ 10.00 |
| 3. Payment schedule fee: | |
| a. 0 – 4 months | \$ 20.00 |
| b. 4 – 6 months | \$ 30.00 |
| 4. Wage Attachment | \$ 40.00 |
| 5. Suit in assumpsit or other appropriate remedy | Actual costs incurred* |
| | Plus \$20.00 preparation fee |

C. Non-compliance with required quarterly individual earned income tax payments (per quarter)

	\$ 5.00
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D. Cost to provide copies of filed tax returns or W-2 forms to taxpayers

- | | |
|---|----------|
| 1. Current year and next prior year | \$ 5.00 |
| 2. 2 nd prior year and older | \$ 10.00 |

2. EMPLOYER EARNED INCOME TAX

A. Non-filing tax return or support documentation: (applicable for each quarter)

- | | |
|--|----------|
| 1. First delinquent notice – 1 st Class Mail (each notice) | No Cost |
| 2. Second delinquent notice – Certified Mail (each notice) | \$ 10.00 |
| 3. Preparation of Non-Traffic Citation | \$ 20.00 |
| 4. Preparation on re-filing Non-Traffic Citation due to non-compliance | \$ 40.00 |

B. Unpaid employer's remittance of tax withheld from employee (applicable for each quarter)

- | | |
|--|----------|
| 1. First non-payment notice – 1 st Class Mail (each notice) | No Cost |
| 2. Second non-payment notice – Certified Mail (each notice) | \$ 10.00 |

- 3. Payment Schedule fee:
 - a. 0 – 4 months \$ 20.00
 - b. 4 – 6 months \$ 30.00
- 4. Preparation of Non-Traffic Citation \$ 20.00
- 5. Preparation on re-filing of Non-Traffic Citation due to non-compliance \$ 40.00
- 6. Suit in assumpsit or other appropriate remedy Actual costs incurred*
Plus \$20.00 preparation fee

3. OTHER TAX COLLECTION SERVICES (Occupational Privilege Tax, Emergency and Municipal Services Tax, Local Services Tax; As applicable for the designated tax year or tax period).

- A. Non-filing of return or supporting documentation:
 - 1. First delinquent notice – 1st Class Mail (each notice) No Cost
 - 2. Second delinquent notice – Certified Mail (each notice) \$ 10.00
 - 3. Preparation of Non-Traffic Citation \$ 20.00
 - 4. Preparation on re-filing Non-Traffic Citation due to non-compliance \$ 40.00
- B. Unpaid taxes:
 - 1. First non-payment notice – 1st Class Mail (each notice) No Cost
 - 2. Second non-payment notice – Certified Mail (each notice) \$ 10.00
 - 3. Payment Schedule fee:
 - a. 0 – 4 months \$ 20.00
 - b. 4 – 6 months \$ 30.00
 - 4. Preparation of Non-Traffic Citation \$ 20.00
 - 5. Preparation on re-filing of Non-Traffic Citation due to non-compliance \$ 40.00
 - 6. Suit in assumpsit or other appropriate remedy Actual costs incurred*
Plus \$20.00 preparation fee

* “Actual costs incurred” includes court fees such as filing and service costs, legal fees paid by West Shore Tax Bureau to prosecute or defend the specific case and any other costs incurred by the West Shore Tax Bureau while preparing to prosecute or defend the specific case, including but not limited to, witness fees, costs of obtaining certified documents from government regulatory agencies or other tax bureaus, etc.

DILLSBURG BOROUGH
YORK COUNTY, PENNSYLVANIA

ORDINANCE 2009-2

AN ORDINANCE OF THE BOROUGH OF DILLSBURG, YORK COUNTY, PENNSYLVANIA, AMENDING THE BOROUGH OF DILLSBURG NON-UNIFORMED EMPLOYEES PENSION PLAN BY ESTABLISHING AND CONTINUING A PENSION PLAN AND PROVIDING FOR ADMINISTRATION, ELIGIBILITY FOR BENEFITS, SOURCE AND ALLOCATION OF FUNDS, CALCULATION OF RETIREMENT BENEFITS, VESTING TERMS OF RETIREMENT BENEFITS, DISABILITY RETIREMENT, DEATH BENEFIT, AND OTHER MATTERS ASSOCIATED WITH THE ESTABLISHMENT AND CONTINUATION OF THE PENSION PLAN PURSUANT TO THE TERMS AND CONDITIONS OF THE ATTACHED AMENDMENT AND RESTATEMENT OF THE BOROUGH OF DILLSBURG NON-UNIFORMED EMPLOYEES PENSION PLAN.

WHEREAS, the Borough of Dillsburg, York County, presently has in force a municipal pension plan for the benefit of its full-time, non-uniformed employees; and

WHEREAS, the Council of the Borough of Dillsburg, York County, desires to re-establish that funding, for said pension plan, necessary to meet financial obligations will be considered a General Fund expense and be set yearly by Resolution; and

WHEREAS, the Council of the Borough of Dillsburg, York County, desires to reaffirm that the sitting Dillsburg Borough Council Administration Committee Chairperson is designated as the Chief Administrative Officer (CAO) of the Borough of Dillsburg Non-Uniformed Employees Pension Plan; and

WHEREAS, Dillsburg Borough in order to clarify the exact status and terms of the conditions of the Plan and to continue its compliance with the tax-exempt retirement plan requirements of Internal Revenue Code of 1986 (as amended) section 401 (a), desires to enact a restatement of the Plan in its entirety with appropriate amendments; and

WHEREAS, the attached restated plan document is intended to reflect State pension laws, as well as, applicable provisions of the Internal Revenue Service requirements. The primary plan provisions have not changed, except that health insurance opt-out payment will no longer be considered compensation (see Section 1.3(a)(2)).

NOW THEREFORE, be it ordained and enacted by Dillsburg Borough that the previous ordinances and resolutions relating to the Borough of Dillsburg Non-Uniformed Employees Pension Plan with an effective date prior to the adoption date of the amendment and restatement of the Plan are hereby repealed with respect to benefits accruing on or after the amendment and restatement effective date and the attached amendment and restatement of the Plan is enacted. The CAO acting as the agent of the Employer is authorized and directed to execute the attached amendment and restatement of the Plan.

THIS ORDINANCE shall become effective January 13, 2009.

DULY ENACTED AND ORDAINED this 13th day of January, 2009.

ATTEST:

Debbi Beitzel – Secretary/Treasurer

Jeffrey Griffin – Council President

Henry Snyder – Mayor

**Borough of Dillsburg Non-Uniformed Employees
Pension Plan**

Originally Effective

January 1, 1991

As Amended And Restated Effective

January 1, 2008

Borough of Dillsburg Non-Uniformed Employees Pension Plan

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This plan document has been created from the model document developed by *Conrad Siegel Actuaries*. For further information regarding the drafter's intended meaning of plan provisions contact *Conrad Siegel Actuaries* by letter (P.O. Box 5900, Harrisburg, Pennsylvania 17110-0900) or telephone (717-652-5633). You may also contact us through our website at conradsiegel.com.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

PREAMBLE

This amended and restated plan, executed on the date indicated at the end hereof, is made effective as of January 1, 2008, except as provided otherwise in Section 1.4(b), by Dillsburg Borough, a governmental agency of the Commonwealth of Pennsylvania.

WITNESSETH:

WHEREAS, effective January 1, 1991, the employer established the plan for its employees and desires to continue to maintain a permanent qualified plan in order to provide its employees and their beneficiaries with financial security in the event of retirement; and

WHEREAS, it is desired to amend said plan;

NOW THEREFORE, the premises considered, the original plan is hereby replaced by this amended and restated plan, and the following are the provisions of the qualified plan of the employer as restated herein; provided, however, that each employee who was previously a participant shall remain a participant, and no employee who was a participant in the plan before the date of amendment shall receive a benefit under this amended plan that is less than the benefit he was then entitled to receive under the plan as of the day prior to the amendment.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

ARTICLE I – DEFINITIONS

Section 1.1 – References

- (a) **Act 205** means the Municipal Pension Plan Funding Standard and Recovery Act, act of December 18, 1984, P.L. 1005 no. 205, as amended, 53 P.S. 895.101, *et seq.* as enacted by the Commonwealth of Pennsylvania.
- (b) **ERISA** means the Employee Retirement Income Security Act of 1974, as amended.
- (c) **IRC** means the Internal Revenue Code of 1986, as it may be amended from time to time.

Section 1.2 – Actuarial Equivalent

- (a) The present value of any benefit under the terms of this plan will be the actuarial equivalent of the accrued benefit in the normal form of benefit commencing at the participant's normal retirement date.
- (b) To the extent that the Plan provides for a late retirement benefit, an early retirement benefit, or optional forms of benefit payment, the actuarial equivalent of the accrued benefit paid in the normal form commencing at the normal retirement date shall be determined based on the following mortality and interest assumptions:

Mortality table:	Preretirement – UP1984 Table
	Postretirement – UP1984 Table
Interest rate:	Preretirement – 7.000%
	Postretirement – 7.000%

- (c) **Limitations on Benefits** – For the purpose of implementing the limitations on benefits of IRC section 415, actuarial equivalence shall be determined based on the following mortality and interest assumptions:

Mortality table:	UP1984 Table
Interest rate:	5.00% per annum compounded annually

For the purpose of applying the limitations on benefits of Section 7.1, the applicable mortality table is the applicable mortality table described in Treasury Regulation section 1.417(e)-1(d)(2) in effect for the plan year that contains the annuity starting date. The applicable interest rate is the annual rate of interest as determined under Treasury Regulation section 1.417(e)-1(d)(3) for the second month preceding the first day of the plan year that contains the annuity starting date.

Section 1.3 – Compensation/Average Monthly Compensation

- (a) (1) **Compensation** means any earnings reportable as W-2 wages for federal income tax withholding purposes, plus elective contributions, for the determination period. For this purpose, the determination period is the calendar year ending with or within the plan year. Picked-up contributions under IRC section 414(h)(2) shall be included in the participant's compensation. Such earnings shall include any amount contributed to a Roth elective deferral account under a qualified plan. However, compensation shall not include any earnings reportable as W-2 wages that are payable following the termination of employment pursuant to a severance agreement.

Elective contributions are amounts excludable from the employee's gross income and contributed by the employer, at the employee's election, to:

- A cafeteria plan (excludable under IRC section 125 and as provided in Section 7.1(e)(3));
- A tax sheltered annuity (excludable under IRC section 403(b));
- A deferred compensation plan (excludable under IRC section 457); or
- A IRC section 132(f)(4) qualified transportation fringe benefit plan.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

Any reference in this plan to compensation shall be a reference to the definition in this Section 1.3, unless the plan reference specifies a modification to this definition. The plan administrator shall take into account only compensation actually paid by the employer for the relevant period. A compensation payment includes compensation by the employer through another person under the common paymaster provisions in IRC sections 3121 and 3306. Compensation from a related employer that is not a participating employer under this plan shall be excluded.

(2) **Exclusions From Compensation** – Notwithstanding the provisions of Section 1.3(a)(1), the following types of remuneration shall be excluded from the participant's compensation:

- Opt-out bonus for waiver of coverage under employer group health plan.

(b) **Limitations on Compensation** – For any plan year beginning after December 31, 2001, the plan administrator shall take into account only the first \$200,000 (or beginning January 1, 2003, as adjusted for cost-of-living increases in accordance with IRC section 401(a)(17)(B)) of any participant's annual compensation in determining all benefits provided under the plan for a determination period. Annual compensation means compensation during the determination period as defined in Section 1.3(a). The compensation dollar limitation in effect for a plan year shall be the limitation amount in effect on January 1 of the calendar year in which the plan year begins. In determining benefits in plan years beginning on or after January 1, 2002, the annual compensation limit for determination periods beginning before January 1, 2002, shall be \$200,000. For any plan year beginning after December 31, 1995, the plan administrator shall take into account only the first \$150,000 (or beginning January 1, 1995, as adjusted for cost-of-living increases in accordance with IRC section 401(a)(17)(B)) of any participant's compensation for determining all benefits provided under the plan for a determination period. If the plan should determine compensation on a period of time that contains less than 12 calendar months (such as for a short plan year), the annual compensation dollar limitation shall be an amount equal to the otherwise applicable annual compensation dollar limit for the plan year multiplied by the ratio obtained by dividing the number of full months in the period by 12.

Notwithstanding the preceding, in the case of an eligible participant, the annual compensation dollar limitation shall not apply to the extent that the application of the limitation would reduce the amount of compensation that is allowed to be taken into account under the plan below the amount that was allowed to be taken into account under this plan as in effect on July 1, 1993. For this purpose, an eligible participant is an individual who first became a participant in the plan during a plan year prior to the first day of the first plan year beginning after December 31, 1995.

(c) **Average Monthly Compensation** means 1/12 of the average of an employee's annual compensation over the highest 5-consecutive-year period that produces the highest average in the last 10 consecutive years including the current calendar year ending with or within the plan year. If an employee's entire period of service for the employer is less than the specified period, compensation shall be averaged on an annual basis over the employee's entire period of service.

For the purpose of determining average monthly compensation, the years taken into account shall not include a year in which less than 1000 hours of service are credited or a year in which the employee performs no service.

The annual compensation taken into account in determining average annual compensation shall be subject to the compensation dollar limitation described in Section 1.3(b) as in effect for each particular year.

Section 1.4 – Dates/Years

(a) **Accounting Date** means the last day of the plan year.

(b) The **Effective Date** of the plan is January 1, 1991.

The effective date of this amendment and restatement is January 1, 2008; provided, however that the plan provisions required to comply with the Tax Reform Act of 1986 (TRA '86), the Omnibus Budget Reconciliation Act of 1986 (OBRA '86), the Omnibus Budget Reconciliation Act of 1987 (OBRA '87), and the Technical and Miscellaneous Revenue Act of 1988 (TAMRA) shall generally be effective on the first day of the plan year beginning after December 31, 1988, except as specified otherwise in this plan or in

Borough of Dillsburg Non-Uniformed Employees Pension Plan

TRA '86, OBRA '86, OBRA '87 or TAMRA for a government sponsored plan. The plan provisions required to comply with the 1989 Revenue Reconciliation Act shall generally be effective on the first day of the plan year beginning after December 31, 1989, except as specified otherwise in this plan or in said Act. The plan provisions required to comply with the Unemployment Compensation Amendments of 1992 shall be effective on January 1, 1993, except as specified otherwise for a government sponsored plan. The plan provisions required to comply with the Omnibus Budget Reconciliation Act of 1993 shall generally be effective on the first day of the plan year beginning after December 31, 1993, except as specified otherwise in said Act.

The plan provision required to comply with the Family and Medical Leave Act shall be effective August 5, 1993, the plan provisions required to comply with the Uniformed Services Employment and Re-Employment Rights Act of 1994 shall be effective December 12, 1994, the plan provisions required to comply with the Retirement Protection Act of 1994 shall generally be effective on the first day of the first limitation year beginning after December 31, 1994, the plan provisions required to comply with the Small Business Job Protection Act of 1996 shall generally be effective on the first day of the plan year beginning after December 31, 1996, the plan provisions required to comply with the Taxpayer Relief Act of 1997 shall generally be effective on the first day of the plan year beginning after August 5, 1997, the plan provisions required to comply with the Economic Growth and Tax Relief Reconciliation Act of 2001 shall generally be effective on the first day of the plan year beginning after December 31, 2001, the plan provisions required to comply with the Pension Funding Equity Act of 2004 (PFEA) shall be effective for distributions made during the plan year beginning on or after January 1, 2004 and the plan year beginning on or after January 1, 2005, and the plan provisions required to comply with the Pension Protection Act of 2006 that are effective prior to the first day of the first plan year beginning on or after January 1, 2008 shall be effective as of the first day of the first plan year beginning on or after January 1, 2006, except as specified otherwise in this plan or in said Acts for a government sponsored plan.

- (c) **Plan Entry Date** means the participation date(s) specified in Article II.
- (d) **Plan Year** means the 12-consecutive-month period beginning on January 1 and ending on December 31.
- (e) **Limitation Year** means the plan year.

Section 1.5 – Employee

- (a) **Employee** means any person employed by the employer. The term employee shall include any employee of the employer maintaining the plan or of any other employer required to be aggregated with such employer under IRC sections 414(b), (c), (m) or (o), as such provisions may be interpreted to apply to a governmental entity by the Internal Revenue Service. The term employee shall also include any leased employee deemed to be an employee of any such employer as provided in IRC sections 414(n) or (o) and as defined in Section 1.5(b).
- (b) **Leased Employee** means an individual (who otherwise is not an employee of the employer) who, pursuant to a leasing agreement between the employer and any other person, has performed services for the employer (or for the employer and any persons related to the employer within the meaning of IRC section 414(n)(6)) on a substantially full time basis for at least one year and such services are performed under the primary direction or control of the employer. If a leased employee is treated as an employee by reason of this Section 1.5(b), compensation from the leasing organization that is attributable to services performed for the employer shall be considered as compensation under the plan. Contributions or benefits provided a leased employee by the leasing organization that are attributable to services performed for the employer shall be treated as provided by the employer.

Section 1.6 – Employer

Employer means Dillsburg Borough, a political subdivision of the Commonwealth of Pennsylvania (or agency or authority thereof), or any successor entity that may assume the obligations of this plan with respect to its employees by becoming a party to this plan.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

Section 1.7 – Fiduciaries

- (a) **Chief Administrative Officer** means the person appointed by the employer or the pension board as described in Section 8.2 who has primary responsibility for the execution of the administrative affairs of the plan.
- (b) **Plan Administrator** means the Chief Administrative Officer.
- (c) **Investment Manager** means a person or corporation other than a trustee appointed for the investment of plan assets.

Section 1.8 – Participant/Beneficiary/Spouse

- (a) **Participant** means an eligible employee of the employer who becomes a member of the plan pursuant to the provisions of Article II, or a former employee who has an accrued benefit under the plan.
- (b) **Beneficiary** means a person designated by a participant who is or may become entitled to a benefit under the plan. The beneficiary may be someone other than the participant's spouse, but only to the extent that this plan provides for a benefit to be payable to a non-spouse beneficiary. A beneficiary who becomes entitled to a benefit under the plan remains a beneficiary under the plan until the trustee has fully distributed his benefit to him. A beneficiary's right to (and the plan administrator's, or a trustee's duty to provide to the beneficiary) information or data concerning the plan shall not arise until he first becomes entitled to receive a benefit under the plan.
- (c) **Spouse** means the person of the opposite sex married to the participant at the time of the determination and as further defined by section 3 of the Defense of Marriage Act, 1 U.S.C. § 7 (1996).

Section 1.9 – Plan

Plan means Borough of Dillsburg Non-Uniformed Employees Pension Plan as set forth herein and as it may be amended from time to time.

Section 1.10 – Service

- (a) **Service** means any period of time the employee is in the employ of the employer. Separation from service means that the employee no longer has an employment relationship with the employer.
- (b) **Hour of Service** means:
 - (1) Each hour for which an employee is paid, or entitled to payment, for the performance of duties for the employer. These hours shall be credited to the employee for the computation period in which the duties are performed; and
 - (2) Each hour for which an employee is paid, or entitled to payment, by the employer on account of a period of time during which no duties are performed (irrespective of whether the employment relationship has terminated) due to vacation, holiday, illness, incapacity (including disability), layoff, jury duty, military duty, or leave of absence. No more than 501 hours of service shall be credited under this Paragraph (2) for any single continuous period (whether or not such period occurs in a single computation period). An hour of service shall not be credited to an employee under this Paragraph (2) if the employee is paid, or entitled to payment, under a plan maintained solely for the purpose of complying with applicable worker's compensation or unemployment compensation or disability insurance laws; and
 - (3) Each hour for which back pay, irrespective of mitigation of damages, is either awarded or agreed to by the employer. The same hours of service shall not be credited both under Paragraph (1) or Paragraph (2), as the case may be, and under this Paragraph (3). These hours shall be credited to the employee for the computation period or periods to which the award or agreement pertains rather than the computation period in which the award, agreement, or payment is made.

Hours of service shall be determined on the basis of actual hours for which an employee is paid or entitled to payment. The above provisions shall be construed so as to resolve any ambiguities in favor of crediting employees with hours of service.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

- (4) Solely for purposes of determining whether a break in service for participation and vesting purposes has occurred in a computation period, an individual who is absent from work on unpaid leave under the Family and Medical Leave Act shall receive credit for the hours of service that would otherwise have been credited to such individual but for such absence, or in any case in which such hours cannot be determined, 8 hours of service per day of such absence. Such an individual shall be treated as actively employed for the purposes of participation. Notwithstanding the preceding, this paragraph shall not apply if the employer or the particular employee is not subject to the requirements of the Family and Medical Leave Act at the time of the absence.
- (5) If the employer is a member of an affiliated service group under IRC section 414(m) or a controlled group of corporations under IRC section 414(b), or any other entity required to be aggregated with the employer pursuant to IRC section 414(o) as these Internal Revenue Code provisions are applied to a governmental entity, service shall be credited for any employment for any period of time for any other member of such group. Service shall also be credited for any leased employee who is considered an employee for purposes of this plan under IRC section 414(n) or (o).
- (c) **Break in Service** (or One Year Break in Service) means a 12-consecutive-month computation period during which an employee or former employee does not complete the specified number of hours of service with the employer as set forth in Section 2.1(b) (eligibility service) and Section 3.1(a)(2) (vesting service).
- (d) (1) **Year of Service** means a 12-consecutive-month computation period during which the employee completes the required number of hours of service with the employer as specified in Section 2.1 (eligibility service) or Section 3.1 (vesting and benefit service).
- (2) **Crediting Years of Service** – Service may be credited for the purpose of eligibility to participate, vesting, benefit accrual, or determining the benefit payable under the normal retirement benefit formula. Generally, no service shall be credited for periods during which the employee performs no services for the employer. Further, no more than one year of service will be credited for any 12-consecutive-month period.
- (3) **Predecessor Service** – If the employer maintains the plan of a predecessor employer, service with such predecessor employer shall be treated as service for the employer. If the employer does not maintain the plan of a predecessor employer, then service as an employee of a predecessor employer shall not be considered as service under this plan, unless this plan is so amended.
- (e) **Qualified Military Service** – Notwithstanding any provision of this plan to the contrary, contributions, benefits, and service credit with respect to qualified military service will be provided in accordance with IRC section 414(u) and the applicable Pennsylvania statutes. An employee reemployed after qualified military service shall not be treated as having incurred a break in service, for purposes of vesting and benefit accruals, solely because of an absence due to qualified military service.

Section 1.11 – Trust

- (a) **Trust** means the qualified trust created under the employer's plan. The trust shall be known as the Borough of Dillsburg Non-Uniformed Employees Pension Fund.
- (b) **Trustee** means the person or persons appointed by the employer to be the trustee of the trust, or any duly appointed successor trustee.

ARTICLE II – PARTICIPATION

Section 2.1 – Eligibility Service

For purposes of determining an employee's initial or continued eligibility to participate in the plan, an employee shall receive credit for the aggregate of all time periods commencing with the employee's first day of employment or re-employment and ending on the date a break in service begins, except for periods of service disregarded under Section 2.4. The first day of employment or re-employment is the first day the employee performs an hour of service. Fractional periods of a year will be expressed in terms of days.

Borough of Dillsburg Non-Uniformed Employees Pension Plan

Section 2.2 – Plan Participation

(a) Eligibility

- (1) **Age/Service Requirements** – An employee who is a member of the eligible class of employees shall be eligible for plan participation after he has satisfied the following participation requirement(s):
- (A) Completion of 1,000 hours of service with the employer, and
 - (B) Attainment of age 21.
- (2) **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.
 - Employees who normally work less than 35 hours per week.
- (b) **Entry Date** – An eligible employee shall participate in the plan on the first day of the month coinciding with or immediately following the date on which he meets the age and service requirements, provided he is employed on that date.

Section 2.3 – Termination of Participation

A participant shall continue to be an active participant of the plan so long as he is a member of the eligible class of employees and he does not terminate employment. He shall become an inactive participant immediately if he ceases to be a member of the eligible class of employees or terminates employment. He shall cease participation completely upon the later of his receipt of a total distribution of his nonforfeitable accrued benefit under the plan or the forfeiture of the nonvested portion of the accrued benefit.

Section 2.4 – Re-Participation

- (a) If a participant becomes an inactive participant, because he is no longer a member of the eligible class of employees; such inactive participant shall become an active participant immediately upon returning to the eligible class of employees. In the event an employee who is not a member of an eligible class of employees becomes a member of an eligible class, such employee shall participate immediately.
- (b) If a participant incurs a break in service, he shall become an active participant immediately upon returning to employment.

ARTICLE III – RETIREMENT BENEFITS

Section 3.1 – Service Rules

- (a) (1) **Year of Vesting Service** means a vesting computation period during which the employee completes at least 1,000 hours of service with the employer. All of an employee's years of service with the employer shall be counted to determine the employee's vested accrued benefit derived from employer contributions, except:
- Years of service disregarded under the break in service rules in Section 3.1(a)(4).
- (2) **One-Year Break in Service** means, with respect to a determination of years of vesting service, a vesting computation period during which the employee or former employee does not complete more than 500 hours of service with the employer.
- (3) **Vesting Computation Period** means the 12-consecutive-month period coinciding with the plan year.
- (4) **Break in Service Rules**

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- (A) **Vested Participant** – A former employee who had a nonforfeitable right to all or a portion of his accrued benefit derived from employer contributions at the time of his termination from service shall retain credit for all years of vesting service prior to a break in service.
- (B) **Nonvested Participant or Employee** – In the case of a former participant or employee who did not have any nonforfeitable right to his accrued benefit derived from employer contributions at the time of his termination from service, years of vesting service before a break in service shall not be taken into account in computing service, except as provided in Section 5.3.
- (b) (1) **Year of Benefit Service** means a benefit computation period during which the participant completes at least 1,000 hours of service with the employer. For purposes of determining years of benefit service, the determination shall exclude:
- Hours of service for which the employee is not a member of the eligible class of employees; however, no more than one year of benefit service in total shall be credited for a benefit computation period under all defined benefit pension plans sponsored by (or participated in by) the employer.
 - Years of service disregarded under Section 5.3 Cashout Distributions and Restoration.
- (2) **Benefit Computation Period** means the 12-consecutive-month period coinciding with the plan year.

Section 3.2 – Normal Retirement

- (a) (1) **Normal Retirement Age** – The normal retirement age of each participant shall be the day on which he attains age 65.

An actively employed participant's right to his normal retirement benefit shall be 100% vested and nonforfeitable upon attainment of the normal retirement age, notwithstanding the plan's vesting schedule.

- (2) **Normal Retirement Date** – The normal retirement date of each participant shall be the first day of the month coincident with or next following the day on which he attains his normal retirement age as defined in Section 3.2(a)(1).
- (b) (1) **Normal Retirement Benefit** – The normal retirement benefit of each participant shall not be less than the largest periodic benefit that would have been payable to the participant upon separation from service at or prior to his normal retirement date under the plan exclusive of social security supplements, premiums on disability or term insurance, and the value of disability benefits not in excess of the normal retirement benefit, but taking into account any decrease in average monthly compensation. For purposes of comparing periodic benefits in the same form, commencing prior to and at his normal retirement date, the greater benefit shall be determined by converting the benefit payable prior to his normal retirement date into the same form of annuity benefit payable at his normal retirement date and comparing the amount of such annuity payments.
- (2) **Normal Form of Payment** – The normal form of retirement benefit for each participant shall be a level monthly pension payable during the participant's lifetime, with payments commencing on his normal retirement date, and ceasing upon the participant's death.

(c) Pension Benefit Formula

Unless specifically stated otherwise hereunder, a participant's benefit shall be determined under the pension benefit formula in effect as of the date he is credited with his final hour of service for the employer or the last date as of which he is a member of the eligible class of employees, if earlier.

The monthly benefit for a participant as of his normal retirement date shall equal:

1.00% of average monthly compensation multiplied by the years of benefit service.

- (d) **IRC Section 415 Limitation on Benefits** – Notwithstanding the benefits set forth in this Article, the annual benefit otherwise payable to a participant under this plan at any time shall be limited as provided in Section 7.1.

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Section 3.3 – Accrued Benefit

A participant's accrued benefit at any time equals the amount computed in accordance with the normal retirement pension formula in Section 3.2(c), but based upon his compensation and years of benefit service to date.

If a participant begins receiving benefits at a time other than his normal retirement date, the participant's benefit will be determined in accordance with Section 3.4 if benefits commence after his normal retirement date and in accordance with Section 3.5 if benefits commence before his normal retirement date.

Section 3.4 – Late Retirement

- (a) **Nonforfeitability** – If a participant remains employed after his normal retirement date, his benefits shall remain 100% vested and nonforfeitable. Payment of benefits shall not commence until his actual retirement date.
- (b) **Suspension of Benefits Until Payment** – Payment of normal retirement benefits shall be suspended for each calendar month during which the participant remains employed after his normal retirement date. The amount of benefits that are paid later than his normal retirement date shall be computed under the pension benefit formula. The participant's pension benefit shall be determined on the basis of the participant's years of service for benefit accrual completed before and during the period of suspension; and the participant's compensation with the employer during the period of suspension shall be included in any relevant determination of average monthly compensation.

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 6 years of vesting service before his normal retirement date, the early retirement benefit shall be equal to the actuarial equivalent (as determined under Section 1.2) 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 early retirement benefit upon satisfaction of such age requirement.

Section 3.6 – Disability Retirement

If an actively employed participant becomes disabled prior to his normal retirement date, he may receive a disability benefit under the plan. Such disabled participant shall be entitled to a monthly pension equal to the benefit accrued to the date of disability, such pension beginning on the first date of the month coinciding with or immediately following termination of employment. The minimum monthly benefit shall be \$20.00.

Disability benefit payments shall cease upon death or upon recovery from disability prior to the date on which the disabled participant would have reached his normal retirement date if he had continued as an active participant under the plan. If disability benefits cease due to death before the participant's attainment of his normal retirement date, the death benefit payable shall be the preretirement death benefit without any reduction with respect to disability payments that have been made. For the purpose of determining whether there has been a recovery, the plan administrator may require evidence of continued disability. Such evidence may include examination by a doctor selected by the plan administrator. The participant's refusal to submit to medical examinations shall render him ineligible for disability benefits.

If disability continues until attainment of normal retirement date, the participant shall be 100% vested and shall receive an unreduced normal retirement benefit. Payment shall be made in the form elected by the participant as described in Section 3.7.

Disability means the participant's inability to perform the majority of his duties as employee by reason of any medically determinable physical or mental impairment.

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Notwithstanding such definition, a participant who is eligible for Social Security disability benefits shall automatically satisfy the definition of disability. In the absence of an award of Social Security disability benefits with respect to the disability, the permanence and degree of the impairment shall be supported by medical evidence. The plan administrator shall determine whether the participant is disabled as defined hereunder after consultation with a physician chosen by the plan administrator. In the administration of this Section, all employees shall be treated in a uniform manner in similar circumstances.

Section 3.7 -- Benefit Distribution

- (a) **Commencement of Benefits** – Subject to the limitations of this plan, the benefit distribution shall commence as soon as administratively feasible after the later of the participant's termination of employment or his satisfaction of the normal retirement date requirements, provided that he files a written application for the retirement benefit.
- (b) **Optional Forms of Payment** – A participant may elect to receive distribution of his accrued benefit in one of the optional forms of payment outlined below, provided that such distribution complies with the Distribution Requirements of Section 7.2. The participant shall file a written request for benefits with the plan administrator before payments will commence. Optional forms of payment include:
 - (1) **Lifetime Pension** – A monthly pension payable for the lifetime of the participant.
 - (2) **Joint & Survivor Pension** – A monthly pension payable as long as the participant or his designated survivor annuitant live. The amount of monthly pension continued after the participant's death during the lifetime of the survivor annuitant shall be 50% of the actuarially adjusted amount payable during the participant's lifetime. The plan administrator shall reject the designation of a survivor annuitant if the age of such person would cause a monthly pension to violate the Distribution Requirements of Section 7.2(c)(1).
 - (3) **A Lump Sum Payment** – If the present lump sum value of the vested accrued benefit is no more than \$5,000, this shall be the sole payment option. This form of payment may not be elected if such vested present value exceeds such dollar amount. Distributions in excess of \$1,000 will only be made with the participant's consent. If the distribution is equal to or less than \$1,000, benefits will automatically be paid in a lump sum. For the purpose of determining the present lump sum value of the participant's vested accrued benefit, prior distributions shall be disregarded provided they did not commence under another optional form of payment. A lump sum benefit payment shall be made in cash from the fund.
- (c) **General Payment Provisions**
 - (1) If any person entitled to receive benefits hereunder is physically or mentally incapable of receiving or acknowledging receipt thereof, and if a legal representative has been appointed for him, the plan administrator may direct the benefit payment to be made to such legal representative.
 - (2) At the direction of the plan administrator, the trustee may make pension payments directly from the fund or may take such steps as may be required to purchase an annuity contract from an insurance company for the participant, provided that the annuity contract purchased on behalf of such participant shall be sufficient to provide the benefits to which the participant is entitled. The ownership of the annuity contract shall remain with the trustee, unless the plan administrator determines otherwise. Any annuity contract distributed herefrom shall be non-transferable. The application and directions to the insurance company for such annuity contract shall be made by the plan administrator. The terms of any such annuity contract purchased by the plan shall comply with the requirements of this plan. Any dividend, refund, or recovery on an annuity contract shall be used to reduce subsequent employer contributions.
 - (3) The benefits due any participant on account of his most recent period of employment shall not duplicate any benefits due the same participant under this plan on account of previous employment with the employer.
 - (4) The participant's election of a form of benefit payment shall be irrevocable as of the annuity starting date, subject to the notice requirements contained in Section 3.7(f).

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(d) **Eligible Rollover Distribution** – Effective for distributions made on or after January 1, 1993, a distributee may elect, at the time and in the manner prescribed by the plan administrator, to have any eligible portion of a lump sum distribution paid directly to an eligible retirement plan specified by the distributee in a direct rollover payment.

- (1) **Eligible Rollover Distribution** – An eligible rollover distribution is any distribution of all or any portion of the balance to the credit of the distributee, except that an eligible rollover distribution does not include: any distribution to the extent such distribution is required under IRC section 401(a)(9) and the portion of any distribution that is not includable in gross income; and any other distribution(s) that is reasonably expected to total less than \$200 during a year.

A portion of a distribution shall not fail to be an eligible rollover distribution merely because the portion consists of after-tax employee contributions which are not includable in gross income. However, such portion may be transferred only to: (A) an individual retirement account or annuity described in IRC section 408(a) or (b); (B) for taxable years beginning after December 31, 2001 and before January 1, 2007, to a qualified defined contribution plan described in IRC section 401(a) or 403(a) that agrees to separately account for amounts so transferred, including separately accounting for the portion of such distribution which is includable in gross income and the portion of such distribution which is not so includable; or (C) for taxable years beginning after December 31, 2006, to a qualified trust or to an annuity contract described in IRC section 403(b), if such trust or contract provides for separate accounting for amounts so transferred (including interest thereon), including separately accounting for the portion of such distribution which is includable in gross income and the portion of such distribution which is not so includable.

- (2) **Eligible Retirement Plan** – An eligible retirement plan is an individual retirement account described in IRC section 408(a), an individual retirement annuity described in IRC section 408(b), an annuity plan described in IRC section 403(a), an annuity contract described in IRC section 403(b), an eligible plan under IRC section 457(b) that is maintained by a state, political subdivision of a state, or any agency or instrumentality of a state or political subdivision of a state and that agrees to separately account for amounts transferred into such plan from this plan, or a qualified plan described in IRC section 401(a), that accepts the distributee's eligible rollover distribution.

Effective for distributions made on or after January 1, 2008, an eligible retirement plan includes a Roth individual retirement account (Roth IRA) described in IRC section 408A. However, for distributions before January 1, 2010, a distributee shall not be allowed to make a qualified rollover contribution to a Roth IRA from the plan if, for the taxable year of the distribution to which such contribution relates the distributee's adjusted gross income exceeds \$100,000, or the distributee is a married individual filing a separate return.

- (3) **Distributee** – A distributee includes an employee or former employee. In addition, the employee's or former employee's surviving spouse and the employee's or former employee's spouse or former spouse who is the alternate payee under a qualified domestic relations order, as defined in IRC section 414(p), are distributees with regard to the interest of the spouse or former spouse. Effective for death benefit distributions made on or after January 1, 2007, a distributee shall include a nonspouse beneficiary but only with respect to a direct transfer to an inherited individual retirement account or annuity that is established on his behalf and that will be treated as an inherited individual retirement account or annuity pursuant to the provisions of IRC section 402(c)(11).

- (4) **Direct Rollover** – A direct rollover is a payment by the plan to the eligible retirement plan specified by the distributee.

(e) Unclaimed Benefits

- (1) **Forfeiture** – The plan does not require the trustee or the plan administrator to search for, or to ascertain the whereabouts of, any distributee. At the time the distributee's benefit becomes distributable under the plan, the plan administrator, by certified or registered mail addressed to his last known address of record, shall notify any distributee that he is entitled to a distribution under this plan. If the distributee fails to claim his distributive share or make his whereabouts known in writing to the plan administrator within twelve months from the date of mailing of the notice, the plan administrator shall treat the distributee's unclaimed payable accrued benefit as forfeited. A forfeiture under this

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Section 3.7(e) shall occur at the end of the notice period or, if later, the earliest date applicable federal Treasury regulations would permit the forfeiture. These forfeiture provisions apply solely to the distributee's accrued benefit derived from employer contributions.

- (2) **Restoration** – If a distributee who has incurred a forfeiture of his accrued benefit under the provisions of this Section 3.7(e) makes a claim, at any time, for his forfeited accrued benefit; the plan administrator shall restore the distributee's forfeited accrued benefit to the present value of the accrued benefit forfeited. The plan administrator shall make the restoration during the plan year in which the distributee makes the claim. If necessary, the employer shall make a contribution to the plan to satisfy the restoration. The plan administrator shall direct the trustee to distribute the distributee's restored accrued benefit to him not later than 60 days after the close of the plan year in which the plan administrator restores the forfeited accrued benefit.

(f) **Special Rule Relating to Time for Written Explanation**

Effective for distributions made on or after January 1, 1993, for any distribution in excess of \$200 that may be paid in the form of a lump sum, the plan administrator shall give the participant written notice of his eligible rollover distribution rights as required under IRC section 402(f) no less than 30 days and no more than 90 days before the annuity starting date with respect to the distribution. Effective for distributions made on or after January 1, 1994, such distribution may commence less than 30 days after the notice is given, provided that:

- (1) The participant is provided with information that clearly states that the participant has a right to a period of at least 30 days after receiving the written explanation and notice to consider the decision of whether or not to elect a distribution;
- (2) The participant, after receiving the written notice, affirmatively elects a distribution.

Section 3.8 – Suspension of Benefits

Subject to the requirements of Section 7.2, benefits in pay status shall be suspended if a participant returns to employment. If the participant accrues an additional benefit, the plan shall offset the actuarial value of the distributions made to the participant by the last day of the preceding plan year against the benefit accrual for the current plan year.

Section 3.9 – Distributions Under Domestic Relations Orders

Nothing contained in this plan prevents the trustee, in accordance with the direction of the plan administrator, from complying with the provisions of an acceptable domestic relations order that creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to receive all or a portion of the benefits payable with respect to a participant under the plan.

A distribution under an acceptable domestic relations order will not be made to an alternate payee until the participant is entitled to a distribution under this plan and commences such distribution. Nothing in this Section permits the alternate payee to receive a form of payment not otherwise permitted under the plan.

The plan administrator shall establish reasonable procedures to determine the acceptability of a domestic relations order in accordance with IRC section 414(p). Upon receiving a domestic relations order, the plan administrator promptly will notify the participant and any alternate payee named in the order, in writing, of the receipt of the order and the plan's procedures for determining the acceptability of the order. Within a reasonable period of time after receiving the domestic relations order, the plan administrator shall determine the acceptability of the order and shall notify the participant and each alternate payee, in writing, of its determination. The plan administrator shall provide notice under this paragraph by mailing to the individual's address specified in the domestic relations order.

If any portion of the participant's nonforfeitable accrued benefit is payable during the period the plan administrator is making its determination of the acceptability of the domestic relations order, the plan administrator shall make a separate accounting of the amounts payable. If the plan administrator determines the order is an acceptable domestic relations order within 18 months of the date amounts first are payable following receipt of the order, it shall direct the trustee to distribute the payable amounts in accordance with the order. If the plan administrator does not make its determination of the acceptability of the order within the

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18-month determination period, it shall direct the trustee to distribute the payable amounts in the manner the plan would distribute if the order did not exist and will apply the order prospectively if it later determines the order is an acceptable domestic relations order.

ARTICLE IV – DEATH BENEFITS

Section 4.1 – Preretirement Death Benefit

If a participant dies prior to his annuity date (as defined in Section 7.1(e)(12)), a death benefit shall be payable as follows:

- (a) **Preretirement Survivor Annuity Benefit** – If a vested participant who has been married for at least one year dies after the plan's earliest retirement age, the participant's surviving spouse shall receive the same benefit that would be payable if the participant had retired with an immediate joint and 50% survivor annuity on the day before the participant's date of death.

The surviving spouse may elect to commence payment under such annuity as of the first day of any month within a reasonable period after the participant's death, but in no event later than December 1 of the later of: (A) the calendar year containing the participant's normal retirement date; or (B) the calendar year containing the first anniversary of the participant's death. The actuarial value of benefits that commence later than the date on which payments would have been made to the surviving spouse under a joint and survivor annuity in accordance with this provision shall be adjusted to reflect the delayed payment. This adjustment shall be made using the interest rate and mortality table set forth in Section 1.2(b).

If a vested participant who has been married for at least one year dies on or before the plan's earliest retirement age as described in Section 5.2, the participant's surviving spouse shall receive the same benefit that would be payable if the participant had:

- separated from service on the date of death (or on the date of separation from service, if earlier),
- been vested strictly in accordance with the vesting schedule,
- survived to the earliest retirement date,
- retired with an immediate joint and 50% survivor annuity at the earliest retirement date, and
- died on the day after the earliest retirement date.

For purposes of the preceding sentence, a surviving spouse shall begin to receive payments at the participant's earliest retirement date unless such surviving spouse elects a later date. Benefits commencing after the earliest retirement date will be the actuarial equivalent of the benefit to which the surviving spouse would have been entitled if benefits had commenced at the participant's earliest retirement date under an immediate joint and 50% survivor annuity using the interest rate and mortality table set forth in Section 1.2(b).

The survivor benefit set forth above shall not be payable unless the participant and spouse have been married throughout the one-year period ending on the date of the participant's death. The participant's spouse cannot waive receipt of this benefit. This benefit shall be paid in one lump sum if the actuarially equivalent present value of the benefit is equal to \$5,000 or less. Distributions in excess of \$1,000 will only be made with the consent of the participant's spouse before the date a distribution is required under Section 7.2. If the distribution is \$1,000 or less, the benefit will automatically be paid in a lump sum following the distribution election period. In the case of an unmarried participant who dies prior to his normal retirement date, no death benefit shall be payable under this plan provision. If the surviving spouse dies before the plan has commenced distribution of the death benefit to the surviving spouse, no death benefit shall be payable under this plan provision.

If there is an acceptable domestic relations order in force with respect to the participant, the alternate payee shall be treated as the surviving spouse to the extent provided in the order. However, no order

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shall be accepted if it provides that the alternate payee shall be the surviving spouse with respect to benefits accrued as a result of years of benefit service credited after the termination of the marriage.

Section 4.2 – Postretirement Death Benefit

Upon the death of a participant after his annuity starting date, no death benefit shall be payable, except such benefit as is provided by the particular form of pension payment under which pension benefits are being distributed.

ARTICLE V – TERMINATION OF EMPLOYMENT BENEFITS

Section 5.1 – Vesting

If a participant separates from the service of the employer other than by retirement, disability, or death, he shall be entitled to a vested deferred pension equal to the benefit accrued to the date of termination multiplied by the vesting percentage, based upon his years of vesting service to the date of termination. His vesting percentage shall be determined by the vesting schedule set forth below:

<u>Years of Service</u>	<u>Vesting Percentage</u>
0–1 Year	0%
2	20%
3	40%
4	60%
5	80%
6 or More Years	100%

Section 5.2 – Payment of Benefits

- (a) **Payment as of Normal Retirement Date** – If the participant terminates his employment on or before his normal retirement date, payment of the vested accrued pension may begin at his normal retirement date. If payments do not commence until after his normal retirement date, distribution must begin by the required beginning date for minimum required distributions and the amount of the benefit payable shall be determined as provided in Section 3.4. The vested accrued pension shall be payable in the same optional forms and in the same manner as described in Section 3.7.
- (b) **Payment at Early Retirement Date** – Upon the request of the terminated participant, payment of the vested accrued pension may begin after he has satisfied the plan's early retirement date requirement(s). In the event of such earlier commencement of benefits, the benefit shall be paid pursuant to the early retirement provisions of Section 3.5 in the same optional forms and in the same manner as described in Section 3.7.
- (c) **Payment Prior to Early Retirement Date** – Generally, no payment shall be made prior to retirement, death, or disability. However, if the present lump sum value of the vested accrued benefit is no more than \$5,000, the benefit may be distributed in a lump sum payment after severance of employment. Distributions in excess of \$1,000 shall only be made with the participant's consent. For these purposes, present value shall be calculated as specified in Section 1.2.
- (d) **Death Before Retirement** – If a participant terminates employment and dies before beginning to receive retirement benefits, a preretirement death benefit may be payable, to the extent provided under Article IV.
- (e) **Forfeiture for Malfeasance** – Notwithstanding any other provision of this plan, a participant who is convicted or pleads guilty to engaging in criminal misconduct which constitutes a "crime related to public office or public employment," as that phrase is defined in Pennsylvania Pension Forfeiture Act, 43 P.S. 1311-1314 and interpreted thereunder, shall forfeit his right to receive a pension benefit under this plan. In such a case, the participant shall only be entitled to receive the contributions, if any, he made under Section 6.2, without interest.

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Section 5.3 – Cashout Distributions and Restoration

- (a) **Cashout Distribution** – If an employee terminates service and the present value of the vested portion of his accrued benefit is not greater than \$1,000, the employee shall receive a distribution of the present value of the entire vested portion of his accrued benefit and the nonvested portion shall be treated as a forfeiture. If an employee would have received a distribution under the preceding sentence but for the fact that the present value of the employee's vested accrued benefit exceeded \$1,000 when the employee terminated service and if at a later time the present value of employee's vested accrued benefit is reduced such that it is not greater than \$1,000, the employee will receive a distribution of such accrued benefit. For purposes of this section, if the present value of the employee's vested accrued benefit is zero, he shall be deemed to have received a distribution of such vested accrued benefit as of his separation from service.

In determining the participant's accrued benefit after the occurrence of such a distribution, the plan shall disregard all years of benefit service performed by such employee before the date of distribution. In the case of a participant who elects to receive a partial distribution, the plan shall disregard a portion of his accrued benefit equal to his total nonforfeitable accrued benefit immediately prior to the partial distribution multiplied by a fraction, the numerator of which is the amount of the distribution and the denominator of which is the present value of his total nonforfeitable accrued benefit immediately prior to such distribution.

- (b) **Restoration** – If a participant receives a distribution pursuant to this Section of less than 100% of his accrued benefit and if he resumes covered employment under the plan before incurring a break in service; he shall have the right to restore his employer-derived accrued benefit (including all optional forms of benefits and subsidies relating to such benefits) to the extent forfeited upon the repayment to the plan of the full amount of the distribution plus interest, compounded annually from the date of distribution at the rate set forth in Section 6.2(c). In order to make a total or partial repayment, the employee may transfer to the plan all or a portion of the account balance of the individual retirement account or annuity to which the distribution being repaid was transferred, provided that both transfers are accomplished in compliance with IRC section 408(d). Such repayment must be made before the earlier of 1 years after the first day on which the participant is subsequently re-employed by the employer, or the date he incurs 1 consecutive one-year breaks in service following the date of distribution. A participant who received a total distribution of 100% of his accrued benefit shall not have the right to restoration of his accrued benefit under the plan.

If a non-vested participant is deemed to receive a distribution pursuant to this Section and if he resumes employment covered under this plan before he incurs a one-year break in service; upon his re-employment, the employer-derived accrued benefit shall be restored to the amount of such accrued benefit on the date of the deemed distribution.

(c) Forfeitures

- (1) **Time of Forfeiture** – If a participant terminates employment before his accrued benefit derived from employer contributions is fully vested, the nonvested portion of his accrued benefit shall be forfeited on the earlier of:
- (A) The date the participant receives his entire vested accrued benefit, or
 - (B) The last day of the vesting computation period in which the participant first incurs a one-year break in service.
- (2) **Disposition of Forfeiture** – Forfeitures shall serve to reduce subsequent employer contributions under the plan.

ARTICLE VI – CONTRIBUTIONS

Section 6.1 – Employer Contributions

The Chief Administrative Officer of the plan shall determine the financial requirements of the plan on the basis of the most recent actuarial report and shall determine the minimum obligation of the employer with respect to funding the plan for any given plan year after taking into account any contribution to be made by the

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Commonwealth of Pennsylvania and any participant contributions. The Chief Administrative Officer shall submit the financial requirements of the plan and the minimum obligation of the employer to the employer (or its governing body) annually and shall certify the accuracy of such calculations and their conformance with Act 205. The employer shall be obligated to make such contribution to the trust by annual appropriations.

Section 6.2 – Mandatory Employee Contributions

Mandatory employee contributions have never been required under this plan.

Section 6.3 – Rollover/Transfer Contributions

Rollover and transfer contributions shall not be permitted under this plan and there shall be no rollover/transfer account.

ARTICLE VII – ADDITIONAL QUALIFICATION RULES

Section 7.1 – Limitation on Benefits Under IRC Section 415

The limitations of this Section 7.1 shall apply in limitation years beginning on or after July 1, 2007, except as otherwise provided herein.

(a) Annual Benefit Limitation

The annual benefit otherwise payable to a participant at any time under the plan shall not exceed the maximum permissible benefit.

(b) Limitations on Employee Contributions

If a participant has made mandatory employee contributions, under the terms of this plan, the amount of such contributions shall be treated as an annual addition to a qualified defined contribution plan.

(1) If the mandatory employee contribution the participant would otherwise make in a limitation year would exceed the maximum permissible annual addition, the contribution shall be limited to a contribution that does not exceed the maximum permissible annual addition.

(A) Prior to determining the participant's actual compensation for the limitation year, the employer may determine the maximum permissible annual addition for a participant on the basis of a reasonable estimation of the participant's compensation for the limitation year, uniformly determined for all participants similarly situated.

(B) As soon as is administratively feasible after the end of the limitation year, the maximum permissible annual addition for the limitation year will be determined on the basis of the participant's actual compensation for the limitation year.

(2) In any limitation year in which the employee contributions otherwise contributable under this plan would exceed the maximum permissible annual addition because of contributions otherwise allocable under a defined contribution plan that the employer also sponsors, the contribution under such plan(s) shall be limited to a contribution that does not exceed the maximum permissible annual addition reduced by the mandatory employee contribution required under this plan.

(c) Combined Limitations: Other Defined Benefit Plans

(1) If a participant is, or has ever been, a participant in another qualified defined benefit plan maintained by the employer or a predecessor employer, the sum of the participant's annual benefits from all such plans may not exceed the maximum permissible benefit. If the maximum permissible benefit is exceeded solely due to the benefit payable under a frozen or terminated defined benefit plan, the annual benefit otherwise payable under this plan shall be reduced so that the maximum permissible benefit is not exceeded.

(2) Where the participant's employer-provided benefits under all qualified defined benefit plans ever maintained by the employer (determined as of the same age) would exceed the maximum permissible

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benefit applicable at that age, the method by which the plans will limit a participant's annual benefit otherwise payable in such cases shall be as provided in Section 3.2(f).

(d) Protection of Accrued Benefit

In the case of an individual who was a participant in one or more defined benefit plans of the employer as of the first day of the first limitation year beginning after December 31, 1986, the application of the limitations of IRC section 415 shall not cause the maximum permissible benefit amount for such individual under all such defined benefit plans to be less than the individual's Tax Reform Act of 1986 (TRA '86) accrued benefit. The preceding sentence applies only if all such defined benefit plans met the requirements of IRC section 415, for all limitation years beginning before January 1, 1987.

The application of the provisions of this Section 7.1 shall not cause the maximum permissible benefit for any participant to be less than the participant's accrued benefit under all the defined benefit plans of the employer or a predecessor employer as of the end of the last limitation year beginning before July 1, 2007 under provisions of the plans that were both adopted and in effect before April 5, 2007. The preceding sentence applies only if the provisions of such defined benefit plans that were both adopted and in effect before April 5, 2007 satisfied the applicable requirements of statutory provisions, regulations, and other published guidance relating to IRC section 415 in effect as of the end of the last limitation year beginning before July 1, 2007, as described in Treasury Regulation section 1.415(a)-1(g)(4).

(e) Definitions (IRC Section 415 Limitations)

- (1) **Annual Additions** – The sum of the following amounts credited to a participant's account for the limitation year: (A) employer contributions; (B) employee contributions; (C) forfeitures; (D) allocations under a simplified employee pension; and (E) amounts allocated, after March 31, 1984, to an individual medical account that is part of a pension or annuity plan maintained by the employer. Also amounts derived from contributions paid or accrued after December 31, 1985 (in taxable years ending after such date), that are attributable to post-retirement medical benefits, allocated to the separate account of a key employee (as defined in IRC section 419A(d)(3)) under a welfare benefit fund.

For limitation years beginning before January 1, 1987, employee contributions shall only be taken into account for this purpose up to the lesser of the amount of employee contributions in excess of 6% of compensation for the limitation year, or one-half of the employee contributions for that year. Picked-up contributions under IRC section 414(h)(2) shall not be included as an annual addition with respect to a participant.

- (2) **Annual Benefit** – A benefit under the plan that is payable annually in the form of a straight life annuity. The annual benefit shall include any picked-up contributions made by the employer under IRC section 414(h)(2). Except as provided below, where a benefit is payable in a form other than a straight life annuity, the benefit shall be adjusted to an actuarially equivalent straight life annuity that begins at the same time as such other form of benefit and is payable on the first day of each month, before applying the limitations of this Section 7.1. For a participant who has or will have distributions commencing at more than one annuity starting date, the annual benefit shall be determined as of each such annuity starting date (and shall satisfy the limitations of this Section 7.1 as of each such date), actuarially adjusting for past and future distributions of benefits commencing at the other annuity starting dates. For this purpose, the determination of whether a new starting date has occurred shall be made without regard to Treasury Regulation section 1.401(a)-20, Q&A 10(d), and with regard to Treasury Regulation section 1.415(b)-1(b)(1)(iii)(B) and (C).

No actuarial adjustment to the benefit is required for (A) survivor benefits payable to a surviving spouse under a qualified joint and survivor annuity to the extent such benefits would not be payable if the participant's benefit were paid in another form; (B) benefits that are not directly related to retirement benefits (such as a qualified disability benefit, preretirement incidental death benefits, and postretirement medical benefits); and (C) the inclusion in the form of benefit of an automatic benefit increase feature, provided the form of benefit is not subject to IRC section 417(e)(3) and would otherwise satisfy the limitations of this Section 7.1, and the plan provides that the amount payable under the form of benefit in any limitation year shall not exceed the limits of this Section 7.1 applicable at the annuity starting date, as increased in subsequent years pursuant to IRC section 415(d). For

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this purpose, an automatic benefit increase feature is included in a form of benefit if the form of benefit provides for automatic, periodic increases to the benefits paid in that form.

The determination of the annual benefit shall take into account social security supplements described in IRC section 411(a)(9) and benefits transferred from another defined benefit plan, other than transfers of distributable benefits pursuant Treasury Regulation section 1.411(d)-4, Q&A-3(c), but shall disregard benefits attributable to employee contributions or rollover contributions.

Effective for distributions in plan years beginning after December 31, 2003, the determination of actuarial equivalence of forms of benefit other than a straight life annuity shall be made in accordance with Section 7.1(e)(2)(A) or Section 7.1(e)(2)(B).

- (A) **Benefit Forms Not Subject to IRC Section 417(e)(3)** – The straight life annuity that is actuarially equivalent to the participant's form of benefit shall be determined under this Section 7.1(e)(2)(A) if the form of the participant's benefit is either (i) a nondecreasing annuity (other than a straight life annuity) payable for a period of not less than the life of the participant (or, in the case of a preretirement survivor annuity, the life of the surviving spouse), or (ii) an annuity that decreases during the life of the participant merely because of (a) the death of the survivor annuitant (but only if the reduction is not below 50% of the annual benefit payable before the death of the survivor annuitant), or (b) the cessation or reduction of Social Security supplements or qualified disability payments (as defined in IRC section 401(a)(11)).
- (i) **Limitation Years beginning before July 1, 2007** – For limitation years beginning before July 1, 2007, the actuarially equivalent straight life annuity shall be equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit computed using whichever of the following produces the greater annual amount: (a) the interest rate and the mortality table (or other tabular factor) stated in Section 1.2(b) for adjusting benefits in the same form; and (b) a 5% interest rate assumption and the applicable mortality table defined in Section 1.2(c) for that annuity starting date.
- (ii) **Limitation Years beginning on or after July 1, 2007** – For limitation years beginning on or after July 1, 2007, the actuarially equivalent straight life annuity is equal to the greater of: (a) the annual amount of the straight life annuity (if any) payable to the participant under the plan commencing at the same annuity starting date as the participant's form of benefit; and (b) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using a 5% interest rate assumption and the applicable mortality table defined in Section 1.2(c) for that annuity starting date.
- (B) **Benefit Forms Subject to IRC Section 417(e)(3)** – The straight life annuity that is actuarially equivalent to the participant's form of benefit shall be determined under this paragraph if the form of the participant's benefit is other than a benefit form described in Section 7.1(e)(2)(A). In this case, the actuarially equivalent straight life annuity shall be determined as follows:
- (i) **Annuity Starting Date in Plan Years Beginning After 2005** – If the annuity starting date of the participant's form of benefit is in a plan year beginning after December 31, 2005, the actuarially equivalent straight life annuity shall be equal to the greatest of: (a) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using the interest rate and the mortality table (or other tabular factor) stated in Section 1.2(b) for adjusting a lump sum pension payment; (b) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using a 5.5% interest rate assumption and the applicable mortality table defined in Section 1.2(c); and (c) the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using the applicable interest rate and the applicable mortality table as defined in Section 1.2(c), divided by 1.05.

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- (ii) **Annuity Starting Date in Plan Years Beginning in 2004 or 2005** – If the annuity starting date of the participant's form of benefit is in a plan year beginning in 2004 or 2005, the actuarially equivalent straight life annuity shall be equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using whichever of the following produces the greater annual amount: (a) the interest rate and the mortality table (or other tabular factor) specified stated in Section 1.2(b) for adjusting benefits in the same form; and (b) a 5.5% interest rate assumption and the applicable mortality table as defined in Section 1.2(c).

Notwithstanding the preceding, if the annuity starting date of the participant's benefit is on or after the first day of the first plan year beginning in 2004 and before December 31, 2004, the application of this Section 7.1(e)(2)(B)(ii) shall not cause the amount payable under the participant's form of benefit to be less than the benefit calculated under the plan, taking into account the limitations of this Section 7.1, except that the actuarially equivalent straight life annuity shall be equal to the annual amount of the straight life annuity commencing at the same annuity starting date that has the same actuarial present value as the participant's form of benefit, computed using whichever of the following produces the greatest annual amount:

- a. the interest rate and the mortality table (or other tabular factor) specified stated in Section 1.2(b) for adjusting benefits in the same form;
- b. the applicable interest rate and the applicable mortality table as defined in Section 1.2(c); and
- c. the applicable interest rate defined in Section 1.2(c) (as in effect on the last day of the last plan year beginning before January 1, 2004) and the applicable mortality table defined in Section 1.2(c).

- (3) **Compensation** – A participant's earned income and any earnings reportable as W-2 wages for federal income tax withholding purposes that are paid by the employer. W-2 wages means wages as defined in IRC section 3401(a) but determined without regard to any rules that limit the remuneration included in wages based on the nature or location of the employment or the services performed. Picked-up contributions under IRC section 414(h)(2) shall not be included in the participant's compensation.

For limitation years beginning after December 31, 1991, for purposes of applying the limitations of this Section 7.1, compensation for a limitation year is the compensation actually paid or includable in gross income during such limitation year. Compensation for a limitation year shall include amounts earned but not paid during the limitation year solely because of the timing of pay periods and pay dates, provided the amounts are paid during the first few weeks of the next limitation year, the amounts are included on a uniform and consistent basis with respect to all similarly situated employees, and no compensation is included in more than one limitation year.

In order to be taken into account for a limitation year, compensation must be paid or treated as paid prior to severance from employment with the employer. Back pay, within the meaning of Treasury Regulation section 1.415(c)-2(g)(8), shall be treated as compensation for the limitation year to which the back pay relates to the extent the back pay represents wages and compensation that would otherwise be included under this definition. Further, effective for limitation years beginning on or after January 1, 2008, compensation in excess of the limitations of Section 1.3(b) shall not be taken into account.

For limitation years beginning after December 31, 1997, compensation shall include elective contributions. Elective contributions are amounts excludable from the employee's gross income and contributed by the employer, at the employee's election to a cafeteria plan excludable under IRC section 125, a IRC section 401(k) arrangement (excludable under IRC section 402(e)(3)), a simplified employee pension (excludable under IRC section 402(h)), a tax sheltered annuity (excludable under IRC section 403(b)), a deferred compensation plan (excludable under IRC section 457(b)), a IRC section 501(c)(18) plan, or a IRC section 132(f)(4) qualified transportation fringe benefit plan.

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Elective contribution amounts under a cafeteria plan excludable under IRC section 125 shall include any amounts not available to a participant in cash in lieu of group health coverage because the participant is unable to certify that he has other health coverage (deemed section 125 compensation). An amount will be treated as an amount under IRC section 125 only if the employer does not request or collect information regarding the participant's other health coverage as part of the enrollment process for the health plan.

- (4) **Projected Annual Benefit** – The annual benefit as defined in Section 7.1(e)(2), to which the participant would be entitled under the terms of the plan assuming:
- (A) the participant will continue employment until his normal retirement date under the plan (or current age, if later), and
 - (B) the participant's compensation for the current limitation year and all other relevant factors used to determine benefits under the plan will remain constant for all future limitation years.

Straight life annuity means an annuity payable in equal installments for the life of the participant that terminates upon the participant's death.

- (5) **Defined Benefit Dollar Limitation** – Effective for limitation years ending after December 31, 2001, the defined benefit dollar limitation is \$160,000, automatically adjusted under IRC section 415(d), effective January 1 of each year, in such manner as the Secretary of the Treasury shall prescribe, and payable in the form of a straight life annuity. The new limitation shall apply to limitation years ending with or within the calendar year for which the adjustment applies, but a participant's benefits shall not reflect the adjusted limit prior to January 1 of that calendar year. The automatic annual adjustment of the defined benefit dollar limitation under IRC section 415(d) shall apply to participants who have had a separation from employment.
- (6) **Employer** – For purposes of this Section 7.1, employer shall mean the employer that adopts this plan and any entity required to be aggregated with the employer pursuant to regulations.
- (7) **Excess Annual Addition** – The excess of the participant's annual additions for the limitation year over the maximum permissible annual addition.
- (8) **Limitation Year** – The 12-consecutive-month period defined in Section 1.4(e).
- (9) **Maximum Permissible Annual Addition** – The maximum annual addition that may be contributed or allocated to a participant's account under a plan for any limitation year shall not exceed the lesser of:
- (A) the defined contribution dollar limitation, that is \$40,000, as adjusted under IRC section 415(d) for limitation years beginning after December 31, 2002, or
 - (B) 100% of the participant's compensation for the limitation year.

If a short limitation year is created because of an amendment changing the limitation year to a different 12-consecutive-month period, the maximum permissible annual addition will not exceed the defined contribution dollar limitation multiplied by the following fraction:

$$\frac{\text{Number of months in the short limitation year}}{12}$$

- (10) **Maximum Permissible Benefit** – The maximum permissible benefit is the defined benefit dollar limitation.
- (A) **Adjustment for Less Than 10 Years of Participation or Service** – If the participant has less than 10 years of participation in the plan, the defined benefit dollar limitation shall be multiplied by a fraction: (i) the numerator of which is the number of years (or part thereof, but not less than one year) of participation in the plan, and (ii) the denominator of which is 10.

This Section 7.1(e)(10)(A) shall not apply to disability benefit paid in accordance with Section 3.6 or to benefits payable under Article IV.
 - (B) **Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement Before Age 62 or After Age 65** – Effective for benefits commencing in limitation years ending after

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December 31, 2001, the defined benefit dollar limitation shall be adjusted if the annuity starting date of the participant's benefit is before age 62 or after age 65. If the annuity starting date is before age 62, the defined benefit dollar limitation shall be adjusted under Section 7.1(e)(10)(B)(i), as modified by Section 7.1(e)(10)(B)(iii). If the annuity starting date is after age 65, the defined benefit dollar limitation shall be adjusted under Section 7.1(e)(10)(B)(ii), as modified by Section 7.1(e)(10)(B)(iii).

(i) Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement Before Age 62

- a. **Limitation years beginning before July 1, 2007** – If the annuity starting date for the participant's benefit is prior to age 62 and occurs in a limitation year beginning before July 1, 2007, the defined benefit dollar limitation for the participant's annuity starting date is an annual amount of a benefit payable in the form of a straight life annuity commencing at the participant's annuity starting date that is the actuarial equivalent of the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required) with actuarial equivalence computed using whichever of the following produces the smaller annual amount: (1) the interest rate and the mortality table (or the tabular factor) specified in Section 1.2(b) for an early retirement benefit; or (2) a 5% interest rate assumption and the applicable mortality table as defined in Section 1.2(c).
- b. **Limitation years beginning on or after July 1, 2007**
 1. **Plan does not have immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement** – If the annuity starting date for the participant's benefit is prior to age 62 and occurs in a limitation year beginning on or after July 1, 2007, and the plan does not have an immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement, the defined benefit dollar limitation for the participant's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the participant's annuity starting date that is the actuarial equivalent of the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required) with actuarial equivalence computed using a 5% interest rate assumption and the applicable mortality table for the annuity starting date as defined in Section 1.2(c) (and expressing the participant's age based on completed calendar months as of the annuity starting date).
 2. **Plan has immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement** – If the annuity starting date for the participant's benefit is prior to age 62 and occurs in a limitation year beginning on or after July 1, 2007, and the plan has an immediately commencing straight life annuity payable at both age 62 and the age of benefit commencement, the defined benefit dollar limitation for the participant's annuity starting date is the lesser of the limitation determined under Section 7.1(e)(10)(B)(i)b.1. and the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required) multiplied by the ratio of the annual amount of the immediately commencing straight life annuity under the plan at the participant's annuity starting date to the annual amount of the immediately commencing straight life annuity under the plan at age 62, both determined without applying the limitations of this Section 7.1.
- c. This Section 7.1(e)(10)(B)(i) shall not apply to disability benefit paid in accordance with Section 3.6 or to benefits payable under Article IV.

(ii) Adjustment of Defined Benefit Dollar Limitation for Benefit Commencement After Age 65

- a. **Limitation years beginning before July 1, 2007** – If the annuity starting date for the participant's benefit is after age 65 and occurs in a limitation year beginning before July 1, 2007, the defined benefit dollar limitation for the participant's annuity starting date

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is the annual amount of a benefit payable in the form of a straight life annuity commencing at the participant's annuity starting date that is the actuarial equivalent of the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required) with actuarial equivalence computed using whichever of the following produces the smaller annual amount: (1) the interest rate and the mortality table (or other tabular factor) specified in Section 1.2(b) for a late retirement benefit; or (2) a 5% interest rate assumption and the applicable mortality table as defined in Section 1.2(c).

b. Limitation years after July 1, 2007

1. **Plan does not have immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement** – If the annuity starting date for the participant's benefit is after age 65 and occurs in a limitation year beginning on or after July 1, 2007, and the plan does not have an immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement, the defined benefit dollar limitation at the participant's annuity starting date is the annual amount of a benefit payable in the form of a straight life annuity commencing at the participant's annuity starting date that is the actuarial equivalent of the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required), with actuarial equivalence computed using a 5% interest rate assumption and the applicable mortality table for that annuity starting date as defined in Section 1.2(c) (and expressing the participant's age based on completed calendar months as of the annuity starting date).
2. **Plan has immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement** – If the annuity starting date for the participant's benefit is after age 65 and occurs in a limitation year beginning on or after July 1, 2007, and the plan has an immediately commencing straight life annuity payable at both age 65 and the age of benefit commencement, the defined benefit dollar limitation at the participant's annuity starting date is the lesser of the limitation determined under Section 7.1(e)(10)(B)(ii)b.1. and the defined benefit dollar limitation (adjusted under Section 7.1(e)(10)(A) for years of participation less than 10, if required) multiplied by the ratio of the annual amount of the adjusted immediately commencing straight life annuity under the plan at the participant's annuity starting date to the annual amount of the adjusted immediately commencing straight life annuity under the plan at age 65, both determined without applying the limitations of this Section 7.1. For this purpose, the adjusted immediately commencing straight life annuity under the plan at the participant's annuity starting date is the annual amount of such annuity payable to the participant, computed disregarding the participant's accruals after age 65 but including actuarial adjustments even if those actuarial adjustments are used to offset accruals; and the adjusted immediately commencing straight life annuity under the plan at age 65 is the annual amount of such annuity that would be payable under the plan to a hypothetical participant who is age 65 and has the same accrued benefit as the participant.

(iii) Notwithstanding the other requirements of this Section 7.1(e)(10)(B), no adjustment shall be made to the defined benefit dollar limitation to reflect the probability of a participant's death between the annuity starting date and age 62, or between age 65 and the annuity starting date, as applicable, if benefits are not forfeited upon the death of the participant prior to the annuity starting date. To the extent benefits are forfeited upon death before the annuity starting date, such an adjustment shall be made. For this purpose, no forfeiture shall be treated as occurring upon a participant's death if the plan does not charge participants for providing a qualified preretirement survivor annuity upon the participant's death.

(C) **Minimum Benefit Permitted** – Notwithstanding anything else in this Section to the contrary, the benefit otherwise accrued or payable to a participant under this plan shall be deemed not to exceed the maximum permissible benefit if:

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- (i) The retirement benefits payable for a plan year under any form of benefit with respect to such participant under this plan and under all other defined benefit plans (regardless of whether terminated) ever maintained by the employer do not exceed \$10,000 multiplied by a fraction: (1) the numerator of which is the participant's number of years (or parts thereof, but not less than one year) of benefit service (not to exceed 10) with the employer; and (2) the denominator of which is 10; and
 - (ii) The employer (or a predecessor employer) has not at any time maintained a defined contribution plan in which the participant participated. For this purpose, mandatory employee contributions shall not be considered a separate defined contribution plan maintained by the employer. Similarly, individual medical accounts under IRC section 401(h) and accounts for postretirement medical benefits established under IRC section 419A(d)(1) shall not be considered a separate defined contribution plan.
- (11) **Year of Participation** – For the purpose of this Section 7.1, a participant shall be credited with a year of participation (computed to fractional parts of a year) for each accrual computation period for which the following conditions are met: (1) the participant is credited with at least the number of hours of service (or period of service if the elapsed time method is used) for benefit accrual purposes, required under the terms of the plan in order to accrue a benefit for the accrual computation period, and (2) the participant is included as a participant under the eligibility provisions of the plan for at least one day of the accrual computation period. If these two conditions are met, the portion of a year of participation credited to the participant shall equal the amount of benefit accrual service credited to the participant for such accrual computation period. A participant who is permanently and totally disabled within the meaning of IRC section 415(c)(3)(C)(i) for an accrual computation period shall receive a year of participation with respect to that period. In addition, for a participant to receive a year of participation (or part thereof) for an accrual computation period, the plan must be established no later than the last day of such accrual computation period. In no event will more than one year of participation be credited for any 12-month period.
- (12) **Annuity Starting Date** – The first day of the first period for which an amount is paid as an annuity or in any other form.

Section 7.2 – Distribution Requirements

The requirements of this Section 7.2 shall apply to any distribution of a participant's interest. With respect to distributions under the plan made on or after January 1, 2005 for calendar years beginning on or after January 1, 2005, the plan will apply the minimum distribution requirements of IRC section 401(a)(9) as set forth in this Section 7.2. Distributions made prior to January 1, 2005 are subject to the provisions of the plan as in effect before this amendment and restatement of the plan.

(a) Time and Manner of Distribution

- (1) **Required Beginning Date** – The entire interest of a participant must be distributed or begin to be distributed no later than the participant's required beginning date.
- (2) **Limits on Distribution Periods** – As of the first distribution calendar year, distributions to a participant, if not made in a single-sum, may only be made over one of the following periods (or a combination thereof):
 - (A) the life of the participant,
 - (B) the joint lives of the participant and a designated beneficiary,
 - (C) a period certain not extending beyond the life expectancy of the participant, or
 - (D) a period certain not extending beyond the joint life and last survivor expectancy of the participant and a designated beneficiary.
- (3) **Death of Participant Before Distributions Begin** – If the participant dies before distributions begin, the participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

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- (A) If the participant's surviving spouse is the participant's sole designated beneficiary, then distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the participant died, or by December 31 of the calendar year in which the participant would have attained age 70½, if later. If this plan provides in Article IV for a lump sum death benefit and the surviving spouse so elects, the participant's entire interest will be distributed to such designated beneficiary by December 31 of the calendar year containing the fifth anniversary of the participant's death.
- (B) If the participant's surviving spouse is not the participant's sole designated beneficiary, then distributions to the designated beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the participant died. If this plan provides in Article IV for a lump sum death benefit and the designated beneficiary so elects, the participant's entire interest will be distributed to such designated beneficiary by December 31 of the calendar year containing the fifth anniversary of the participant's death.
- (C) If there is no designated beneficiary as of September 30 of the year following the year of the participant's death or if a lump sum death benefit is otherwise payable, the participant's entire interest will be distributed by December 31 of the calendar year containing the fifth anniversary of the participant's death.
- (D) If the participant's surviving spouse is the participant's sole designated beneficiary and the surviving spouse dies after the participant but before distributions to the surviving spouse begin, this Section 7.2(a)(3), other than Section 7.2(a)(3)(A), will apply as if the surviving spouse were the participant if this plan otherwise provides for the payment of a death benefit.

For purposes of this Section 7.2(a)(3) and Section 7.2(d), distributions are considered to begin on the participant's required beginning date (or, if Section 7.2(a)(3)(D) applies, the date distributions are required to begin to the surviving spouse under Section 7.2(a)(3)(A)). If annuity payments irrevocably commence to the participant before the participant's required beginning date (or to the participant's surviving spouse before the date distributions are required to begin to the surviving spouse under Section 7.2(a)(3)(A)), the date distributions are considered to begin is the date distributions actually commence.

If the deceased designated beneficiary is not the participant's surviving spouse, distribution shall be completed by the December 31 of the fifth year following the participant's date of death. If the deceased designated beneficiary is the participant's surviving spouse, distribution shall be completed by the December 31 of the fifth year following the beneficiary's date of death.

- (4) **Forms of Distribution** – Unless the participant's interest is distributed in the form of an annuity purchased from an insurance company or in a single sum on or before the required beginning date, as of the first distribution calendar year distributions will be made in accordance with Section 7.2(b), (c), and (d). If the participant's interest is distributed in the form of an annuity purchased from an insurance company, distributions thereunder will be made in accordance with the requirements of IRC section 401(a)(9) and Regulation section 1.401(a)(9)-6.

Any part of the participant's interest that is in the form of an individual account shall be distributed in a manner satisfying the requirements of IRC section 401(a)(9) and the regulations thereunder. To the extent the participant has accumulated contributions containing after-tax contributions for which there is separate accounting, such funds shall be distributed first before any taxable distribution is made to satisfy the minimum distribution requirement.

(b) Determination of Amount to Be Distributed Each Year

- (1) **General Annuity Requirements** – If the participant's interest is to be paid in the form of annuity distributions under the plan, payments under the annuity shall satisfy the following requirements:
 - (A) The annuity distribution must be paid in periodic payments made at intervals not longer than one year;
 - (B) The distribution period must be over a life (or lives) or over a period certain not longer than the period described in Section 7.2(c) or (d);

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- (C) Once payments have begun over a period certain, the period certain may only be changed as permitted under Regulation section 1.401(a)(9)-6, A-13;
- (D) Payments must either be nonincreasing or increase only as follows:
- (i) by an annual percentage that does not exceed the annual percentage increase in a cost-of-living index that is based on prices of all items and issued by the Bureau of Labor Statistics;
 - (ii) to the extent of the reduction to the amount of the participant's payments to provide for a survivor benefit upon death, but only if the beneficiary whose life was being used to determine the distribution period described in Section 7.3(c) dies or is no longer the participant's beneficiary pursuant to a qualified domestic relations order within the meaning of IRC section 414(p);
 - (iii) to provide cash refunds of employee contributions upon the participant's death;
 - (iv) to pay increased benefits that result from a plan amendment; or
 - (v) to the extent increases are permitted in accordance with Regulation section 1.401(a)(9)-6, A-14(c) or (d).

(2) Amount Required to be Distributed by Required Beginning Date

- (A) The amount that must be distributed on or before the participant's required beginning date (or, if the participant dies before distributions begin, the date distributions are required to begin under Section 7.2(a)(3)(A) or (B)) shall be the payment that is required for one payment interval. The second payment need not be made until the end of the next payment interval even if that payment interval ends in the next calendar year. Payment intervals are the periods for which payments are received, e.g., bi-monthly, monthly, semi-annually, or annually. All of the participant's benefit accruals as of the last day of the first distribution calendar year will be included in the calculation of the amount of the annuity payments for payment intervals ending on or after the participant's required beginning date.
- (B) In the case of a lump sum distribution of the participant's accrued benefit on or before the participant's required beginning date, the minimum required distribution shall be determined by expressing the participant's benefit as a pension payable in the normal form of payment with an annuity starting date as of the first day of the distribution calendar year and multiplying the monthly benefit by 12. If the distribution is being made before the April 1 required beginning date but in such year, both the first and second years required minimum distribution shall be determined and shall not be eligible for rollover.

- (3) **Additional Accruals After First Distribution Calendar Year** – Any additional benefits accruing to the participant in a calendar year after the first distribution calendar year will be distributed beginning with the first payment interval ending in the calendar year immediately following the calendar year in which such amount accrues.

(c) Requirements For Annuity Distributions That Commence During Participant's Lifetime

- (1) **Joint Life Annuities Where the Beneficiary Is Not the Participant's Spouse** – If the participant's interest is being distributed in the form of a joint and survivor annuity for the joint lives of the participant and a nonspouse beneficiary, annuity payments to be made on or after the participant's required beginning date to the designated beneficiary after the participant's death must not at any time exceed the applicable percentage of the annuity payment for such period that would have been payable to the participant using the table set forth in Regulation section 1.401(a)(9)-6, A-2(c)(2), in the manner described in A-2(c)(1) to determine the applicable percentage. If the form of distribution combines a joint and survivor annuity for the joint lives of the participant and a nonspouse beneficiary and a period certain annuity, the requirement in the preceding sentence will apply to annuity payments to be made to the designated beneficiary after the expiration of the period certain.
- (2) **Period Certain Annuities** – Unless the participant's spouse is the sole designated beneficiary and the form of distribution is a period certain and no life annuity, the period certain for an annuity distribution commencing during the participant's lifetime may not exceed the applicable distribution period for the

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participant under the Uniform Lifetime Table set forth in Regulation section 1.401(a)(9)-9, A-2 for the calendar year that contains the annuity starting date. If the annuity starting date precedes the year in which the participant reaches age 70, the applicable distribution period for the participant is the distribution period for age 70 under the Uniform Lifetime Table set forth in Regulation section 1.401(a)(9)-9, A-2 plus the excess of 70 over the age of the participant as of the participant's birthday in the year that contains the annuity starting date. If the participant's spouse is the participant's sole designated beneficiary and the form of distribution is a period certain and no life annuity, the period certain may not exceed the longer of the participant's applicable distribution period, as determined under this Section 7.2(c)(2), or the joint life and last survivor expectancy of the participant and the participant's spouse as determined under the Joint and Last Survivor Table set forth in Regulation section 1.401(a)(9)-9, A-3, using the participant's and spouse's attained ages as of the participant's and spouse's birthdays in the calendar year that contains the annuity starting date.

(d) Requirements For Minimum Distributions After the Participant's Death

- (1) **Death After Distributions Begin** – If the participant dies after distribution of his interest has begun in the form of an annuity meeting the requirements of this Section 7.2, the remaining portion of such interest will continue to be distributed over the remaining period over which distributions have commenced.
- (2) **Death Before Distributions Begin**
 - (A) **Participant Survived by Designated Beneficiary** – If the participant dies before the date distribution of his or her interest begins and there is a designated beneficiary, the participant's entire interest will be distributed, beginning no later than the time described in Section 7.2(a)(3)(A) or (B), over the life of the designated beneficiary or over a period certain not exceeding:
 - (i) Unless the annuity starting date is before the first distribution calendar year, the life expectancy of the designated beneficiary determined using the beneficiary's age as of the beneficiary's birthday in the calendar year immediately following the calendar year of the participant's death; or
 - (ii) If the annuity starting date is before the first distribution calendar year, the life expectancy of the designated beneficiary determined using the beneficiary's age as of the beneficiary's birthday in the calendar year that contains the annuity starting date.
 - (B) **No Designated Beneficiary** – If the participant dies before the date distributions begin and there is no designated beneficiary as of September 30 of the year following the year of the participant's death, distribution of the participant's entire interest will be completed by December 31 of the calendar year containing the fifth anniversary of the participant's death.
 - (C) **Death of Surviving Spouse Before Distributions to Surviving Spouse Begin** – If the participant dies before the date distribution of his interest begins, the participant's surviving spouse is the participant's sole designated beneficiary, and the surviving spouse dies before distributions to the surviving spouse begin, this Section 7.2(d) will apply as if the surviving spouse were the participant, except that the time by which distributions must begin will be determined without regard to Section 7.2(a)(3)(A).

(e) Definitions (IRC Section 401(a)(9) Requirements)

- (1) **Designated Beneficiary** – The individual who is designated as the beneficiary under the plan and is the designated beneficiary under IRC section 401(a)(9) and Regulation section 1.401(a)(9)-4.
- (2) **Distribution Calendar Year** – A calendar year for which a minimum distribution is required. For distributions beginning before the participant's death, the first distribution calendar year is the calendar year immediately preceding the calendar year that contains the participant's required beginning date. For distributions beginning after the participant's death, the first distribution calendar year is the calendar year in which distributions are required to begin pursuant to Section 7.2(a)(3) above.
- (3) **Life Expectancy** – Life expectancy as computed by use of the Single Life Table in Regulation section 1.401(a)(9)-9, A-1.

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- (4) **Required Beginning Date** – The required beginning date of a participant is the later of: (i) the first day of April of the calendar year following the calendar year in which the participant attains age 70½ and (ii) the first day of April of the calendar year following the calendar year in which the participant retires.

(f) **TEFRA Section 242(b)(2) Elections**

- (1) This plan was originally effective prior to January 1, 1984 and permitted participants to make elections under Tax Equity and Fiscal Responsibility Act of 1982 (TEFRA) section 242(b)(2); therefore, notwithstanding the other requirements of this Section 7.2, distribution on behalf of any employee may be made in accordance with all of the following requirements (regardless of when such distribution commences).

- (A) The distribution by the plan is one which would not have disqualified such trust under IRC section 401(a)(9) as in effect prior to amendment by the Deficit Reduction Act of 1984.
- (B) The distribution is in accordance with a method of distribution designated by the employee whose interest in the plan is being distributed or, if the employee is deceased, by a beneficiary of such employee.
- (C) Such designation was in writing, was signed by the employee or the beneficiary, and was made before January 1, 1984.
- (D) The employee had accrued a benefit under the plan as of December 31, 1983.
- (E) The method of distribution designated by the employee or the beneficiary specifies the time at which distribution will commence, the period over which distributions will be made, and in the case of any distribution upon the employee's death, the beneficiaries of the employee listed in order of priority.

A distribution upon death will not be covered by this transitional rule unless the information in the designation contains the required information described above with respect to the distributions to be made upon the death of the employee.

- (2) For any distribution that commences before January 1, 1984, but continues after December 31, 1983, the employee, or the beneficiary, to whom such distribution is being made will be presumed to have designated the method of distribution under which the distribution is being made if the method of distribution was specified in writing and the distribution satisfies the requirements in Section 7.2(f)(1)(A) and (E).
- (3) If a designation is revoked any subsequent distribution must satisfy the requirements of IRC section 401(a)(9) and the regulations thereunder. If a designation is revoked subsequent to the date distributions are required to begin, the plan must distribute by the end of the calendar year following the calendar year in which the revocation occurs the total amount not yet distributed that would have been required to have been distributed to satisfy IRC section 401(a)(9) and the regulations thereunder, but for the election made under Tax Equity and Fiscal Responsibility Act of 1982 section 242(b)(2). For calendar years beginning after December 31, 1988, such distributions must meet the minimum distribution incidental benefit requirements. Any changes in the designation will be considered to be a revocation of the designation. However, the mere substitution or addition of another beneficiary (one not named in the designation) under the designation will not be considered to be a revocation of the designation, so long as such substitution or addition does not alter the period over which distributions are to be made under the designation, directly or indirectly (for example, by altering the relevant measuring life). In the case in which an amount is transferred or rolled over from one plan to another plan, the rules in Regulation section 1.401(a)(9)-8, A-14 and A-15 shall apply.

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ARTICLE VIII – ADMINISTRATION OF THE PLAN

Section 8.1 – Fiduciary Responsibility

- (a) **Management and Control of Plan Assets** – The governing body of the employer shall designate the persons responsible for the management and control of plan assets. Such persons shall discharge their duties with respect to the plan in accordance with the documents and instruments governing the plan insofar as such documents and instruments are consistent with the applicable provisions of the Internal Revenue Code.
- (b) A fiduciary of this plan is required to exercise the judgment and care under the circumstances then prevailing that men of prudence, discretion and intelligence exercise in the management of their own affairs, not in regard to speculation but in regard to the permanent disposition of their funds, considering the probable income as well as the probable safety of their capital.
- (c) **Allocation of Responsibility**
 - (1) When the plan administrator is required to follow the directions of the trustee or the trustee is required to follow the directions of the plan administrator, they shall not be deemed to share such responsibility. Instead, the responsibility of the person giving the directions shall be deemed to be his sole responsibility and the responsibility of the person receiving directions shall be to follow those directions insofar as such instructions on their face are proper under applicable law.
 - (2) The plan administrator or trustee under this plan may employ one or more persons, including independent accountants, attorneys, and actuaries to render advice with regard to any responsibility such person has under the plan.
- (d) **Liability and Indemnification** – Subject to Act 205, no past, present, or future officer of the employer nor of any participating employer shall be personally liable to any participant, beneficiary, or other person under any provision of the plan or trust or any insurance policy or contract issue pursuant thereto. No individual fiduciary shall be liable for any act or omission of any other fiduciary. Unless resulting from the gross negligence, willful misconduct or lack of good faith on the part of the fiduciary, the employer shall indemnify and save harmless such fiduciary from, against, for and in respect of any and all damages, losses, obligations, liabilities, liens, deficiencies, costs and expenses, including without limitation, reasonable attorney's fees and other costs and expenses incident to any suit, action, investigation, claim or proceedings suffered in connection with his acting as a fiduciary under the plan.

Section 8.2 – Chief Administrative Officer

(a) Appointment of Chief Administrative Officer

The governing body of the employer shall be responsible for the administration of the plan. It shall appoint the chief administrative officer. The employer shall review at regular intervals the performance of the person appointed to be the chief administrative officer and shall re-evaluate the appointment of such chief administrative officer.

(b) Duties and Powers of Chief Administrative Officer

The chief administrative officer shall be the plan administrator and as such shall have the following duties and discretionary powers and such other duties and discretionary powers as relate to the administration of the plan:

- (1) To determine in a non-discriminatory manner all questions relating to the eligibility of employees to become participants.
- (2) To determine in a non-discriminatory manner eligibility for benefits and to determine and certify the amount and kind of benefits payable to participants.
- (3) To authorize all disbursements from the fund.
- (4) To appoint or employ, upon approval of the employer, any independent person to perform necessary plan functions and to assist in the fulfillment of administrative responsibilities as he deems advisable,

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including the retention of a third party administrator, custodian, auditor, accountant, actuary, or attorney.

- (5) When appropriate, to select an insurance company and annuity contracts that, in his opinion, will best carry out the purposes of the plan.
- (6) To construe and interpret any ambiguities in the plan and to make, publish, interpret, alter, amend or revoke rules for the regulation of the plan that are consistent with the terms of the plan and with the applicable provisions of the Internal Revenue Code.
- (7) To prepare and distribute, in such manner as determined to be appropriate, information explaining the plan.

(c) Miscellaneous Provisions

- (1) **Expenses** – The chief administrative officer shall serve without compensation for service as such. All reasonable expenses of the chief administrative officer shall be paid by the plan.
- (2) **Examination of Records** – The chief administrative officer shall make available to any participant for examination during business hours such of the plan records as pertain only to the participant involved.
- (3) **Information to the Chief Administrative Officer** – To enable the chief administrative officer to perform the administrative functions, the employer shall supply full and timely information to the chief administrative officer on all participants as the chief administrative officer may require.

Section 8.3 – Claims Procedure

- (a) **Notification of Claim Determination** – The chief administrative officer shall notify each participant in writing of his determination of benefits. If the chief administrative officer denies any benefit, such written denial shall include:
 - The specific reasons for denial;
 - Reference to provisions on which the denial is based;
 - A description of and reason for any additional information needed to process the claim; and
 - An explanation of the claims procedure.
- (b) **Appeal** – The participant or his duly authorized representative may:
 - Request a review of the participant's case in writing to the employer;
 - Review pertinent documents;
 - Submit issues and comments in writing.

The written request for review must be submitted no later than 60 days after receiving written notification of denial of benefits.

- (c) **Review** – The employer must render a decision no later than 60 days after receiving the written request for review, unless circumstances make it impossible to do so; but in no event shall the decision be rendered later than 120 days after the request for review is received.
- (d) **Limitation on Time Period for Litigation of a Benefit Claim** – Following receipt of the written rendering of the employer's decision under Section 8.3(c), the participant shall have 365 days in which to file suit in the appropriate court. Thereafter, the right to contest the decision shall be waived.

Section 8.4 – Trust Fund

- (a) **Creation and Maintenance of the Fund** – The trust fund shall be created and maintained in the following manner:
 - (1) All funds on deposit and held for pension or retirement benefits of the participants shall continue to be part of the trust fund created and maintained hereby subject to any liabilities that may exist against such fund.

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- (2) The employer shall allocate to the fund the payments made by the Treasurer of the Commonwealth of Pennsylvania from monies received from taxes paid upon premiums by foreign casualty insurance companies and foreign fire insurance companies pursuant to the General Municipal Pension System State Aid Program.
- (3) The employer shall also allocate to the fund any mandatory employee contributions received in accordance with the plan.
- (4) The fund shall accept and maintain any payments made by other gifts, grants, devises, or bequests to the fund.
- (5) The employer shall contribute to the fund such other payments as may, from time to time, be authorized to be made from the general revenue of the employer.

All such payments received shall be part of the trust fund and shall not be applied to any other account or disbursed in any manner except as provided by this plan. Payments required under the plan shall be a charge only upon the trust fund and not upon other monies or funds of the employer.

(b) Appointment of Trustee

The employer, or its delegee, shall appoint a trustee for the proper care and custody of all funds, securities and other properties in the trust, and for investment of plan assets (or for execution of such orders as it receives from an investment manager appointed for investment of plan assets). The duties and powers of the trustee shall be set forth in a trust agreement executed by the employer, that is incorporated herein by reference. The employer shall review at regular intervals the performance of the trustee and shall re-evaluate the appointment of such trustee. After the employer has appointed the trustee and has received a written notice of acceptance of its responsibility, the responsibility with respect to the proper care and custody of plan assets shall be considered as the responsibility of the trustee. Unless otherwise allocated to an investment manager, the responsibility with respect to investment of plan assets shall likewise be considered as the responsibility of the trustee.

(c) Appointment of Corporate Custodian

The employer, or its delegee, may appoint a corporate custodian to hold and invest the fund. The corporate custodian shall carry out its responsibilities in accordance with the terms of the custodial agreement and the investment policy and guidance as the employer shall, from time to time provide. The employer shall review at regular intervals no less frequently than annually, the performance of such corporate custodian and shall re-evaluate the appointment of such corporate custodian.

(d) Appointment of Investment Manager

The employer, or its delegee, may appoint an investment manager who is other than the trustee, which investment manager may be a bank or an investment advisor registered with the Securities and Exchange Commission under the Investment Advisors Act of 1940. Such investment manager, if appointed, shall have sole discretion in the investment of plan assets, subject to the funding policy. The employer shall review at regular intervals no less frequently than annually, the performance of such investment manager and shall re-evaluate the appointment of such investment manager. After the employer has appointed an investment manager and has received a written notice of acceptance of his responsibility, the responsibility with respect to investment of plan assets shall be considered as the responsibility of the investment manager.

(e) Funding Policy

The employer, or its delegee, shall determine and communicate in writing to the person responsible for investment of plan assets the funding policy for the plan. The funding policy shall set forth the plan's short-range and long-range financial needs, so that said person may coordinate the investment of plan assets with the plan's financial needs.

(f) Valuation of the Fund

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The fund shall be valued by the trustee as of the last day of each plan year and as of any interim accounting date determined by the plan administrator. The valuation shall be made on the basis of the current fair market value of all property in the fund.

Section 8.5 – Actuarial Valuation and Funding

- (a) **Actuarial Valuation** – In compliance with Act 205, the actuarial valuation report shall be prepared and filed under the supervision of the chief administrative officer of the municipality or of the association of municipalities cooperating pursuant to the Intergovernmental Cooperation Act and named as the sponsoring employer of this plan. The actuary shall perform an actuarial valuation at least biennially. Each biennial actuarial valuation report shall be made as of the beginning of such plan year and shall be prepared and certified by an approved actuary. An approved actuary means a person who has at least five years of actuarial experience with public pension plans and who is either enrolled as a member of the American Academy of Actuaries or enrolled as an actuary pursuant to ERISA.

If the employer is applying or has applied for Supplemental State Assistance pursuant to Section 603 of the Act, the actuarial valuation report shall be made annually.

- (b) **Allowable Administrative Expenses** – The expenses attributable to the preparation of any actuarial valuation report or investigation required by Act 205 or any other expense that is permissible under the terms of Act 205 and that are directly associated with administering the plan shall be an allowable administrative expense payable from the assets of the trust.
- (c) **Benefit Modifications** – Prior to the adoption of any benefit plan modification by the employer, the chief administrative officer of the plan shall provide to the employer a cost estimate of the proposed benefit plan modification prepared by an approved actuary. Such estimate shall disclose to the employer the impact of the proposed benefit plan modification on the future financial requirements of the plan and the future minimum obligation of the employer with respect to the plan.

ARTICLE IX – AMENDMENT AND TERMINATION OF PLAN

Section 9.1 – Right to Discontinue and Amend

It is the expectation of the employer that it will continue this plan indefinitely and make the payments of its contributions hereunder, but the continuance of the plan is not assumed as a contractual obligation of the employer and the right is reserved by the employer, at any time, to reduce, suspend, or discontinue its contributions hereunder.

Section 9.2 – Amendments

Except as herein limited, the employer shall have the right to amend this plan at any time to any extent that it may deem advisable. Such amendment shall be stated in writing and shall be by ordinance or resolution of the governing body of the employer. The employer's right to amend the plan shall be limited as follows:

- (a) No amendment shall be adopted in violation of the laws of the Commonwealth of Pennsylvania.
- (b) No amendments shall have the effect of vesting in the employer any interest in or control over any contracts issued pursuant hereto or any other property in the fund.
- (c) No amendment to the vesting schedule adopted by the employer hereunder shall deprive a participant of his vested portion of his employer-derived accrued benefit to the date of such amendment.

Section 9.3 – Protection of Benefits in Case of Plan Merger

In the event of a merger or consolidation with, or transfer of assets or liabilities to any other plan, each participant will receive a benefit immediately after such merger, consolidation or transfer (if the plan then terminated) that is at least equal to the benefit the participant was entitled to immediately before such merger, consolidation or transfer (if the plan had terminated).

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Section 9.4 – Termination of Plan

- (a) **When Plan Terminates** – This plan shall terminate upon the legal dissolution of the employer or the termination of the plan by the amendment action of the employer. Subject to the provisions of the Municipal Pension Plan Funding Standard and Recovery Act (P.L. 1005, Act 205 of 1984) governing financially distressed municipalities, the liability of the employer to make contributions to the plan shall automatically terminate upon liquidation or dissolution of the employer, upon its adjudication as bankrupt, or upon the making of a general assignment for the benefit of its creditors.
- (b) **Allocation of Assets** – Upon termination or partial termination, the accrued benefit of each affected participant who is an active participant or who is not an active participant but has not incurred a one-year break in service shall be 100% vested and nonforfeitable; however, no participant or other individual shall have recourse towards the satisfaction of any benefit accrued under the plan other than from the fund. The amount of the fund assets shall be allocated to participants and beneficiaries subject to provisions for expenses of administration of liquidation. The allocation of assets shall be in accordance with the following (to the extent assets are sufficient).
- (1) There shall be allocated an amount equal to that portion of each individual's accrued benefit that is derived from the participant's voluntary contributions.
 - (2) There shall be allocated an amount equal to that portion of each individual's accrued benefit that is derived from the participant's mandatory contributions.
 - (3) (A) There shall be allocated amounts sufficient to provide the pension of each participant or beneficiary who was receiving such a benefit three years before the date of termination.
(B) There shall likewise be allocated amounts sufficient to provide the normal form of pension for each participant who was eligible to retire three years before the date of termination but had not done so.

In both cases, the benefits shall be based upon the plan provisions in effect during the five years before the date of termination under which such benefits would be the least.

- (4) There shall be allocated amounts sufficient to provide all vested benefits due participants.
- (5) There shall be allocated amounts sufficient to provide all other benefits of the plan.

If assets are insufficient to provide all benefits within any one of the above paragraphs (1) through (5), they shall be allocated pro rata among the participants or beneficiaries within that paragraph on the basis of the present value of such benefits.

The allocation of assets, when determined by the actuary, may be implemented through the continuation of the existing fund or through the purchase of insurance company annuity contracts, or by a combination of these media.

- (c) **Remaining Fund Balance** – Notwithstanding any provision in this plan to the contrary, upon the termination of the plan, but only after all liabilities to the participants and their respective beneficiaries have been satisfied, the employer shall be entitled to any balance of the net assets of the fund that shall remain by reason of erroneous actuarial computations or overpayments during the life of the plan.

ARTICLE X – MISCELLANEOUS PROVISIONS

Section 10.1 – Exclusive Benefit – Non-Reversion

The plan is created for the exclusive benefit of the employees of the employer and shall be interpreted in a manner consistent with its being a qualified plan as defined in IRC section 401(a). The corpus or income of the trust may not be diverted to or used for other than the exclusive benefit of the participants or their beneficiaries.

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Notwithstanding the above, any contribution made by the employer because of a mistake of fact must be returned to the employer within one year of the contribution. Further, a reversion to the employer is permissible upon plan termination in accordance with Section 9.4(c).

Section 10.2 – Inalienability of Benefits

No benefit or interest available hereunder including any annuity contract distributed herefrom shall be subject to assignment or alienation, either voluntarily or involuntarily. The preceding sentence shall also apply to the creation, assignment, or recognition of a right to any benefit payable with respect to a participant pursuant to a domestic relations order, unless such order is determined to be an acceptable domestic relations order as defined in IRC section 414(p), or any domestic relations order entered before January 1, 1985.

Section 10.3 – Employer-Employee Relationship

This plan is not to be construed as creating or changing any contract of employment between the employer and its employees, and the employer retains the right to deal with its employees in the same manner as though this plan had not been created.

Section 10.4 – Binding Agreement

This plan shall be binding on the heirs, executors, administrators, successors and assigns as such terms may be applicable to any or all parties hereto, and on any participants, present or future.

Section 10.5 – Inconsistency or Conflict of Prior Ordinances or Resolutions

Any ordinance or resolution with an effective date prior to the adoption date of this amendment and restatement of the plan shall be of no effect.

Section 10.6 – Separability

If any provision of this plan shall be held invalid or unenforceable, such invalidity or unenforceability shall not affect any other provision hereof and this plan shall be construed and enforced as if such provision had not been included.

Section 10.7 – Construction

The plan shall be construed in accordance with the laws of the Commonwealth of Pennsylvania and with the applicable portions of the Internal Revenue Code.

Section 10.8 – Copies of Plan

This plan may be executed in any number of counterparts, each of which shall be deemed as an original, and said counterparts shall constitute but one and the same instrument that may be sufficiently evidenced by any one counterpart.

Section 10.9 – Interpretation

Wherever appropriate, words used in this plan in the singular may include the plural or the plural may be read as singular, and the masculine may include the feminine.

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IN WITNESS WHEREOF, the Employer has caused this Plan to be executed this 13TH day of January, 2009.

Dillsburg Borough

By: *Jeffrey L. Kiffin*
Title: President

ORDINANCE 2009-3

AN ORDINANCE OF THE BOROUGH OF DILLSBURG, YORK COUNTY, PENNSYLVANIA, DELETING CHAPTER 20, PART 1 - GARBAGE DISPOSAL - OF THE BOROUGH CODE, & ENACTING ORDINANCE 2009-3 GARBAGE DISPOSAL

PART 1

GARBAGE DISPOSAL

1. Definitions.

Terms used in this Part shall be defined as follows:

ASHES – the residue from the burning of combustible material

DISPOSAL — the storage, collection, disposal or handling of refuse.

DWELLING — a building or structure designed for living quarters for one or more families, including mobile homes and modular housing resting directly on and securely anchored to a concrete or bonded masonry foundation extending below the frost level and supporting the entire perimeter or a concrete slab so supported; but not including hotels, rooming houses, or other accommodations used for transient occupancy, or recreational vehicles, tents, converted vehicles, foundations or other make-shift structures.

GARBAGE — all animal and vegetable waste resulting from handling, preparation, cooking or consumption of foods.

HAZARDOUS MATERIAL — all products and substances deemed hazardous by either the Pennsylvania D.E.P. or its successor or the Environmental Protection Agency or its successor.

PERSON — any individual, partnership, firm, corporation, association, institution, cooperative enterprise, municipality, municipal authority, Federal government or agency, State institution or agency or any other legal entity whatsoever which is recognized by law as the subject of rights and duties. It shall also mean owner, lessee or occupant of a residential dwelling, commercial establishment or institutional establishment. In any provision of this Part prescribing a fine, imprisonment or penalty, or any combination thereof, the terms "person" shall include the officers and directors of any corporation or other legal entity having officer and directors.

REFUSE – all putrescible and nonputrescible solids (except body wastes), including garbage, rubbish, ashes and dead animals.

RUBBISH — glass, metal, paper, plant growth, wood or non-putrescible solid wastes.

SOLID WASTE — garbage, trash, ashes, refuse and other discarded solid materials whose original purpose has been completed.

2. Prohibited Activities.

It shall be unlawful for any person:

- A. To permit an unlicensed Pennsylvania hauler to collect or remove refuse from a household, institution, or commercial enterprise; or
- B. To collect, remove, haul, or convey any refuse through or upon any of the streets or alleys of the Borough without having a valid Pennsylvania license to do so; or
- C. To dump, burn, bury, or otherwise dispose of refuse, rubbish, or other incendiary materials within the Borough, except when grass clippings and leaves will be used for soil enrichment purposes, or the burning is for the sole purpose of cooking food; or
- D. To deposit any ashes, garbage, refuse, or rubbish or any dangerous or detrimental substance into a receptacle owned by another or upon premises owned or occupied by another; or
- E. To throw, drop, deposit, or otherwise place any waste material, sweepings, ashes, household wastes, glass, metal, refuse, or rubbish into or upon any street or alley within the Borough or upon premises owned or occupied by another, or into or upon any stream or drainage facility; or
- F. To interfere with, scatter or disturb the contents of any receptacle containing ashes, garbage, refuse, or rubbish; or
- G. To burn, bury, dump, or otherwise dispose of hazardous material within the Borough; or
- H. To violate any of the provisions hereinbefore or hereinafter set forth in this Part.

3. Refuse Collection.

- A. All municipal solid waste and recycling generated at any dwelling, excluding residential rental properties containing two (2) or more dwelling units, shall be collected exclusively by a licensed Pennsylvania hauler, contracted by the Borough through the public bidding process and it shall be

deemed as mandatory.

- B. All municipal, industrial, commercial, and/or special needs waste not covered under the Borough contract in Section 3-A, shall be disposed of by a State of Pennsylvania approved trash hauler (individual contracts may be generated with the Borough's contracted hauler).

4. Approved Receptacles and Containers.

- A. Each householder, commercial establishment or person having refuse shall use and/or obtain approved containers per his/her hauler's specifications. All persons shall place all refuse, rubbish and solid waste inside said containers and keep closed said containers to prevent the escape of materials contained therein.
- B. No person shall permit the accumulation or residue of liquids or solids, including, but not limited to hazardous waste, or a combination thereof, on or around any container, or within any non-approved container including, but not limited to dumpsters, which may be covered by special contractual arrangements.

5. Schedule of Collection.

All refuse shall be placed for collection no later than 6 a.m. the day of collection and no earlier than 6 p.m. the day before. Any container not taken by the collector(s) shall be removed from curbside no later than 6 a.m. the day after collection.

6. Duty of Collector.

It shall be the duty of any collector to report any violation of storage, disposal or container requirements when noticed to the Borough Manager or the Borough Manager's designated representative, who shall notify the violator to make provisions for ceasing such violation. If not corrected or ceased within 10 days after such notification, such violator shall be subject to penalties Per Borough Code.

7. Fees.

- A. All billing for refuse, rubbish, solid waste and recycling collection covered and included in the Borough's mandatory contract with exclusive hauler, shall be prepared by said hauler in the name of the owner or resident of each household, and the charge is hereby imposed upon such owner or resident. The charges provided herein shall be billed quarterly in advance to the owner or resident of the property involved. Contracted hauler is not required to pick up refuse and recycling which will be subject to the Dillsburg Borough Code, if charges are more than ten (10) days in arrears.
- B. Fees for collection not covered under Borough's mandatory contract are not controlled by, and/or are not the responsibility of the Borough of Dillsburg.

- C. All charges which remain unpaid thirty (30) days after the invoice due date shall be deemed delinquent. All delinquent accounts shall have added a penalty of ten dollars (\$10.00). Thereafter, the penalty will be added quarterly during each quarter the bill remains unpaid (in the months of January, April, July, and October). If the owner or resident of any property to which this section is applicable shall fail to pay any charges or fees after the same becomes delinquent, the contracting collector is authorized to file a civil lawsuit for the collection of fees, charges, penalties, interest and costs of collection. Upon the filing of a civil lawsuit for the collection of any delinquent fee or charge, an additional penalty of fifty dollars (\$50.00) shall be added to the delinquent account.
- D. Upon the filing of a civil lawsuit for the collection of fees, charges, penalties, interest and cost of collection, the contracting collector shall be entitled to charge and collect as part thereof, all costs of collection, including reasonable attorney's fees.

THIS ORDINANCE shall become effective March 10, 2009.

DULY ENACTED AND ORDAINED this 10th day of March, 2009.

ATTEST:

Debbi Beitzel – Secretary/Treasurer

Jeffrey Griffin – Council President

Henry Snyder – Mayor

ORDINANCE 2009-4

AN ORDINANCE OF THE BOROUGH OF DILLSBURG, YORK COUNTY, PENNSYLVANIA, AMENDING CHAPTER 15, PART 4, GENERAL PARKING REGULATIONS, OF THE BOROUGH CODE

WHEREAS, it is of the utmost importance that all streets in the Borough are accessible to emergency vehicles, and;

WHEREAS, all Borough Streets must be safely accessible to normal traffic, and;

WHEREAS, the purpose of the Town Center District is to provide for the continued development of community centers typical of a town, and;

WHEREAS, parking must be provided for these centers if development is to continue, and;

WHEREAS, parking on both sides of West Franklin Street is creating a hazardous condition and impeding emergency vehicle access from Baltimore Street and available parking on East Harrisburg Street is necessary to continue downtown development;

NOW, THEREFORE, the following amendments and revisions to Chapter 15, Section 4 of the Dillsburg Borough Code shall be ordained and enacted as follows:

Section 15-402 is hereby amended to read as follows:

§15-402. Parking Prohibited at All Times in Certain Locations.

Parking shall be prohibited at all times in the following locations:

Street	Side	Between
Chestnut Street	East	From a point 170 feet south of its intersection with East Harrisburg Street, continuing in a southerly direction to a point 350 feet south of the intersection of Chestnut Street and East York Street
Chestnut Street	West	From a point at the intersection of Chestnut Street with East Harrisburg Street and continuing in a southerly direction to a point 350 feet south of the intersection of Chestnut Street and East York Street
Chestnut Street	West	A distance of 150 feet on either side of the entrance driveway serving the Dillsburg Elementary School.

South Baltimore Street	East	Intersection with Oak Avenue north to its intersection with Pheasant Ridge Road
South Baltimore Street	West	Borough boundary north of Oak Avenue north to a line extended west from the intersection of Pheasant Ridge Road
York Street	Both	Beginning at a point being the same as the eastern side of the intersection of East York Street with the unnamed one way north bound alley and continuing in an easterly direction to its intersection with Chestnut Street
Clemens Drive	South	From Chestnut Street to Hollow Lane
Autumn Woods Ct	South	From 210 Autumn Woods Ct to 212 Autumn Woods Ct
<i>West Franklin St</i>	<i>South</i>	<i>From the intersection with Baltimore Street to Bomar Alley</i>

Section 15-405 is hereby amended to read as follows:

§15-405. Parking Time Limited in Certain Locations, Certain Days and Hours.

No person shall park a vehicle, or allow it to remain parked, for longer than the time indicated, in any of the following locations, at any time on the days and between the hours indicated:

Street	Side	Between	Days	Hours
<i>North Baltimore Street</i>	West	Harrisburg Street to Quay Alley	<i>Monday to Saturday</i>	<i>8 a.m. - 6 p.m. (2 hours)</i>
South Baltimore Street	East and West	Harrisburg Street to York Street	Monday to Saturday	8 a.m. – 6 p.m. <u>(2 hours)</u>
West Church Street	North	North Baltimore Street Bomar Alley	Monday to Friday	6 a.m. - 6 p.m. (15 minutes)
<i>East Harrisburg St</i>	<i>South</i>	<i>Baltimore Street to Dill Alley</i>	<i>Monday to Saturday</i>	<i>8 a.m.–6 p.m. (2 hours)</i>
<i>East Harrisburg St</i>	<i>North</i>	<i>Between Signs – From intersection with Baltimore Street and continuing East for approximately 114 feet</i>	<i>Monday to Saturday</i>	<i>8 a.m. – 6 p.m. (2 hours)</i>

Chapter 15, Part 4 of the Dillsburg Borough Code as previously enacted is hereby readopted in all other respects.

THIS ORDINANCE shall become effective July 24, 2009.

DULY ENACTED AND ORDAINED this 14th day of July 2009.

ATTEST:

(Secretary)

(President)

(Mayor)

ORDINANCE 2009-5

AN ORDINANCE OF THE BOROUGH OF DILLSBURG, YORK COUNTY, PENNSYLVANIA, UPDATING AND AMENDING CHAPTER 8, FLOODPLAINS, OF THE BOROUGH CODE

WHEREAS, the Department of Homeland Security's Federal Emergency Management Agency (FEMA) updated and amended the Flood Insurance Study (FIS) and the Flood Insurance Rate Map (FIRM), and;

WHEREAS, this updated and amended information made it appropriate for FEMA to modify the Base Flood Elevations (BFEs) which became the new basis for floodplain management measures, and;

WHEREAS, the Borough's Floodplain Ordinance must be brought up to date with these latest requirements, the National Flood Insurance Program (NFIP) and PA Act 166, The PA Floodplain Management Act.;

NOW, THEREFORE, the following amendments and revisions to Chapter 8 of the Dillsburg Borough Code shall be ordained and enacted as follows:

Specific Provisions

Any references to the National Geodetic Vertical Datum of 1929 have been changed to read the *North American Vertical Datum of 1988*.

Any references to the Federal Insurance Agency have been changed to read the *Federal Emergency Management Agency*.

Amend Section 301.- Identification so that it reads as follows:

The identified floodplain area shall be any areas of Dillsburg Borough, subject to the one hundred (100) year flood, which is identified as Zone A (Area of Special Flood Hazard) in the Flood Insurance Study (FIS) dated September 25, 2009 and the accompanying maps or the most recent revision thereof as issued by the Federal Emergency Management Agency. Including all digital data developed as part of the Flood Insurance Study.

Add Section 403.C:

Partially enclosed space below the lowest floor (including basement) which will be used solely for the parking of a vehicle, building access, or incidental storage in an area other than a basement, shall be designed and constructed to allow for the automatic entry and exit of floodwaters for the purpose of equalizing hydrostatic forces on exterior walls. The term "partially enclosed space" also includes crawl spaces.

Designs for meeting this requirement must either be certified by a registered professional engineer or architect, or meet or exceed the following minimum criteria:

- 1. a minimum of two openings having a net total area of not less than one (1) square inch for every square foot of enclosed space.*
- 2. the bottom of all openings shall be no higher than one (1) foot above grade.*
- 3. openings may be equipped with screens, louvers, etc. or other coverings or devices provided that they permit the automatic entry and exit of floodwaters.*

Add Section 406.D:

Installation of manufactured homes shall be done in accordance with the manufacturers' installation instructions as provided by the manufacturer. Where the applicant cannot provide the above information, the requirements of Appendix E of the 2003 International Residential Building Code or the U.S. Department of Housing and Urban Development's Permanent Foundations for Manufactured Housing, 1984 Edition, draft or latest revision thereto shall apply and 34 PA Code Chapter 401-405.

Consideration shall be given to the installation requirements of the 2003 IBC (Appendix G, Sec. 501.1-3) and the 2003 IRC (Sec. R323.2, R323.3, R102.7.1, R105.3.1.1 and Appendix AE101, 604 and 605) or the most recent revisions thereto and 34 PA Code Chapter 401-405, as amended where appropriate and/or applicable to units where the manufacturers' standards for anchoring cannot be provided or were not established for the units(s) proposed installation.

Amend Section 802. to include and/or amend the following definitions:

BASEMENT - means any area of the building having its floor below ground level on all sides.

HISTORIC STRUCTURE - any structure that is:

- (i) Listed individually in the National Register of Historic Places (a listing maintained by the Department of Interior) or preliminarily determined by the Secretary of the Interior as meeting the requirements for individual listing on the National Register;*
- (ii) Certified or preliminarily determined by the Secretary of the Interior as contributing to the historical significance of a registered historic district or a district preliminarily determined by the Secretary to qualify as a registered historic district;*
- (iii) Individually listed on a state inventory of historic places in states with historic preservation programs which have been approved by the Secretary of Interior; or*
- (iv) Individually listed on a local inventory of historic places in communities with historic preservation programs that have been certified either:*
 - (1) By an approved state program as determined by the Secretary of the Interior*
or
 - (2) Directly by the Secretary of the Interior in states without approved programs.*

LOWEST FLOOR - the lowest floor of the lowest fully enclosed area (including basement). An unfinished, flood resistant partially enclosed area, used solely for parking of vehicles, building access, and incidental storage, in an area other than a basement area is not considered the lowest floor of a building, provided that such space is not designed and built so that the structure is in violation of the applicable non-elevation design requirements of this ordinance.

NEW CONSTRUCTION - structures for which the start of construction commenced on or after November 28, 1979, and includes any subsequent improvements thereto.

RECREATIONAL VEHICLE - a vehicle which is (i) built on a single chassis; (ii) not more than 400 square feet, measured at the largest horizontal projections; (iii) designed to be self-propelled or permanently towable by a light-duty truck; (iv) not designed for use as a permanent dwelling but as temporary living quarters for recreational, camping, travel, or seasonal use.

SUBSTANTIAL DAMAGE - damage from any cause sustained by a structure whereby the cost of restoring the structure to its before-damaged condition would equal or exceed fifty (50) percent or more of the market value of the structure before the damage occurred.

SUBSTANTIAL IMPROVEMENT - Any reconstruction, rehabilitation, addition, or other improvement of a structure, the cost of which equals or exceeds fifty (50) percent of the market value of the structure before the "start of construction" of the improvement. This term includes structures which have incurred "substantial damage" regardless of the actual repair work performed. The term does not, however include either:

- (1) Any project for improvement of a structure to correct existing violations of state or local health, sanitary, or safety code specifications which have been identified by the local code enforcement official and which are the minimum necessary to assure safe living conditions, or;*
- (2) Any alteration of a "historic structure," provided that the alteration will not preclude the structure's continued designation as a "historic structure."*

THIS ORDINANCE shall become effective at the earliest date allowed by law.

DULY ENACTED AND ORDAINED this 11th day of August 2009.

ATTEST:

(Secretary)

(President)

(Mayor)

**ORDINANCE NO. 2009-6
TAX ORDINANCE 2010**

**AN ORDINANCE OF THE BOROUGH OF DILLSBURG, YORK
COUNTY, PENNSYLVANIA, FIXING CERTAIN TAX RATES
FOR THE NON-EXEMPT REAL PROPERTY AND
OCCUPATIONS FOR THE YEAR 2010**

BE IT ENACTED AND ORDAINED by the Council of the Borough of Dillsburg, York County, Pennsylvania, in accordance with the Consolidated Ordinances of the Borough of Dillsburg, and by virtue of the power and authority vested in said Council, as follows:

Section 1: Tax Levy

- A. Real Estate: There is hereby imposed and levied on all non-exempt real property located with the Borough of Dillsburg, for the fiscal year 2010, a tax calculated at the rate of 2.37 mills, based upon the assessed valuation as established by the Assessor for the Borough of Dillsburg, or in lieu thereof, as assessed by the York County Assessment Office.
- B. Occupational Assessment: There is hereby imposed upon the occupation of all residents of the Borough of Dillsburg, for the fiscal year 2010, a tax collected at the rate of 1200 mills, based upon the assessed valuation as established by the Assessor for the Borough of Dillsburg, or in lieu thereof, as assessed by the York County Assessment Office.

Section 2: Notice and Payment of Tax

On or before the first day of April 2010, the Tax Collector shall send to each person, upon whom tax is imposed in Section 1 hereof, a notice of tax due. Such notice may be consolidated with a notice of any other tax to be collected by the Tax Collector provided, however, that each tax shall be stated separately thereon.

Section 3: Rebated and Penalties

- A. Any taxpayer subject to the payment of a tax levied by this Ordinance shall be entitled to a discount of Two Percent (2%) of the amount of such tax upon making payment of the entire amount within two months after the date of the tax notice.
- B. A taxpayer subject to payment of a tax levied by this Ordinance who shall fail to make the payment of such tax with four months after the due date of the notice shall be charged a penalty of Ten Percent (10%), which penalty shall be added to the tax by the Tax Collector, and shall be collected by the Tax Collector.
- C. Real estate taxes, which remain unpaid by January 10 of the year following the year of imposition, shall be returned to the York County Tax Claim Bureau in accordance with the law.

Section 4: Effective Date

This Ordinance and the taxes imposed thereby shall become effective January 1, 2010

Section 5: Repealer and Severability

Any Ordinance or part thereof, conflicting with this Ordinance shall be, and hereby is, repealed insofar as it conflicts with this Ordinance. Further, the provisions of the Ordinance are severable. If any sentence, clause, or section of the Ordinance is for any reason found to be unconstitutional, illegal, or invalid, such unconstitutionally, illegality, or invalidity shall not affect or impair any of the remaining provisions of the Ordinance. It is hereby declared to be the intent of the Borough Council of the Borough of Dillsburg that this Ordinance would have been adopted had such unconstitutional, illegal or invalid sentence, clause, or section not been included herein.

ENACTED AND ORDAINED this 8th day of December, 2009.

ATTEST:

(Secretary)

(President)

(Mayor)