TOWNSHIP OF INDIANA
ALLEGHENY COUNTY, PENNSYLVANIA

ORDINANCE NO. 398

AN ORDINANCE OF THE TOWNSHIP OF INDIANA, COUNTY OF ALLEGHENY, COMMONWEALTH OF PENNSYLVANIA, AMENDING THE TOWNSHIP OF INDIANA'S MUNICIPAL EMPLOYEES' PENSION PLAN WITH RESPECT TO THE DEFINITIONS OF AVERAGE COMPENSATION AND NORMAL RETIREMENT DATE AND THE CALCULATION OF THE ACCRUED BENEFIT FOR PLAN PARTICIPANTS TO REFLECT AN AMOUNT OF 1.60% OF AVERAGE COMPENSATION.

WHEREAS, the Township of Indiana (the "Township") has previously enacted a Plan and Ordinance establishing the Township of Indiana Municipal Employees' Pension Plan (the "Plan"); and

WHEREAS, the Township now desires the Plan to be further amended with respect to definitions and calculation of the accrued benefit.

NOW, THEREFORE, it is HEREBY ORDAINED AND ENACTED, by authority of the Supervisors of the Township of Indiana that, effective upon the date of enactment of this Ordinance, Sections 1.02 and 4.01 of the Plan are amended as follows:

Portions of Section 1.02- Definitions, which currently state as follows:

> **Average Compensation** means, in any given date**,** the average of an Employee's Monthly Compensation for those five Compensation Years (all Compensation Years, if less than five) which give the highest average out of the ten latest Compensation Years (all Compensation Years, if less than ten).
>
> **Normal Retirement Date** means the earliest first day of the month on or after the later of the date the participant reaches his 62nd birthday, or the date the participant completes 25 years of Accrual Service. Unless otherwise provided in this Plan, Participant's retirement benefit shall begin on his normal retirement date if he has ceased to be an Employee on such date. An earlier Retirement Date may apply if the Participant is aged 70-1/2. See the WHEN BENEFITS START SECTION of Article VI.

Shall be deleted and amended to state as follows:

> **Average Compensation** means, on any given date, the average of an Employee's Monthly Compensation for those 36 consecutive months, which give the highest average out of the latest 120 months (or all compensation months, if less than 120).
>
> **Normal Retirement Date** means the earliest first day of the month on or after the later of the date the participant reaches his 62nd birthday, or the date the participant completes 25 years of Vesting Service. Unless otherwise provided in this Plan, Participant's retirement benefit shall begin on his normal retirement date if he has ceased to be an Employee on such date. An earlier Retirement Date may apply if the Participant is aged 70-1/2. See the WHEN BENEFITS START SECTION of Article VI.

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Section 4.01- Accrued Benefit which currently states, per amendment effective January 1, 2006:

(a) An amount equal to 1.50% of his Average Compensation.

Shall be amended to state as follows:

(a) An amount equal to 1.60% of his Average Compensation

ORDAINED and ENACTED this _____ day of April, 2025.

ATTEST: TOWNSHIP OF INDIANA

_____ _____

Township Manager/ Secretary Mayor

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