



**SUPPLEMENT TO THE SUMMARY PLAN DESCRIPTION (SPD)
DATED OCTOBER 19, 2023**

For Members Who Were Hired On or After January 1, 2010

Please include this Supplement with your SPD.

1. Compensation (Page 11 of the SPD)

The first paragraph of the definition of Compensation has been revised to read as follows:

“Compensation is your normal regular salary or hourly wage rate (up to federal limits), including any lump-sum payments that are in lieu of a salary or hourly wage rate increase, compensation paid under the PPL paycode, the EPSL paycode, the EFMLA paycode, and, effective January 1, 2024, benefits paid under the Family and Medical Leave Plus plan, any Language Pay Program increase to base pay under the Benefit Plan LP-BASEP or, if the employee’s regular compensation is at the maximum of the applicable range, the lump sum paid under Pay Type 550-LP LUMP SUM), any military supplemental pay (if included on your Form W-2), your contributions to the retirement fund, and your contributions to any salary reduction plan, deferred compensation plan, or qualified transportation plan, such as a plan to pay for parking on a pre-tax basis (the Employers do not currently have such plans), in all cases before any payroll deductions for income tax withholding, Social Security or Medicare tax withholding, group insurance, or any other purpose. Compensation does not include bonuses, severance pay, Transition Pay-2022 (paid to an employee of the County on January 14, 2022 pay date due to transition to bi-weekly payroll), overtime pay, extra pay, workers’ compensation, payment in lieu of accrued vacation and sick leave, required Employer contributions to the retirement fund, Social Security or Medicare, group insurance, retainer’s fees under contract or the like.”

2. Credited Service (Page 12 of the SPD)

The fifth paragraph of the definition of Credited Services has been revised to read as follows:

“Credited Service under the Retirement Plan cannot be increased by overtime. Credited Service does not include any period of service when you are (1) covered by any other qualified retirement plan under Section 401(a) of the Internal Revenue Code, to which the Employer makes or made contributions, (2) on an approved unpaid leave of absence for which no contribution is made to the retirement fund, or (3) employed by an Employer, but in a position that is not Covered Employment. You may also receive Credited Service while you are disabled. See “If You Become Disabled” on page 35 for more information.”

3. When Payments Begin (Page 19 of the SPD)

The fourth paragraph of this Section has been revised to read as follows:

"If you terminate employment and do not file your benefit election form with the Retirement Office prior to your 65th birthday or the date you terminate employment if you work past age 65, you may not receive more than seven retroactive monthly benefit payments."