

January 13, 1986  
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RESOLUTION AMENDING THE PERSONNEL  
RULES AND REGULATIONS

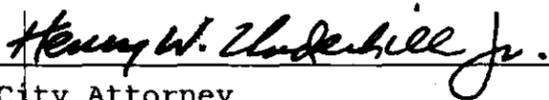
BE IT RESOLVED by the City Council of the City of Charlotte, North Carolina, that the Personnel Rules and Regulations heretofore adopted by the City Council to be effective October 6, 1969, as subsequently amended, be hereby further amended as follows:

Rule III be amended to add a Section 16, to be entitled Employee Suggestion Awards Program and to read in its entirety as follows:

The City Manager shall be authorized to establish and administer a program which rewards employees for their suggestions which result in tangible cost savings or cost avoidance. As part of program administration the City Manager shall be responsible for such matters as determining suggestion eligibility, and amount and types of awards.

BE IT FURTHER RESOLVED that this resolution shall be effective on the date of its adoption.

Approved as to form:



City Attorney

Read, approved and adopted by the City Council of the City of Charlotte, North Carolina, in regular session convened on the 13th day of January, 1986, the reference having been made in Minute Book 85, and is recorded in full in Resolution Book 22 at Page 14.

Pat Sharkey  
City Clerk

RESOLUTION AMENDING THE DEFERRED COMPENSATION PLAN  
OF THE  
CITY OF CHARLOTTE

BE IT RESOLVED by the City Council of the City of Charlotte,  
North Carolina, that:

The Deferred Compensation Plan of the City of Charlotte  
as set forth in Resolution Book 19, pages 414-425 be amended  
to comply with Section 457 of the Internal Revenue Code as  
follows:

1. Section 6.03 is amended to read as follows:

Acceptance of Transfers: A transfer will be accepted from an eligible State deferred compensation plan maintained by another employer within the same State and credited to a Participant's Account under this Plan if (i) the Participant has separated from service with that employer in order to accept employment with the Employer, and (ii) the other employer's plan provides that such transfer will automatically be made. The Employer may require such documentation from the predecessor plan as it deems necessary to effectuate the transfer, to confirm that such plan is an eligible State deferred compensation plan within the meaning of Section 457 of the Internal Revenue Code, and to assure that transfers are provided for under such plan. Any such transferred amount shall not be treated as a deferral subject to the limitations of Article V, except that, for purposes of applying the limitations of Sections 5.01 and 5.02, an amount deferred during any taxable year under the plan from which the transfer is accepted shall be treated as if it had been deferred under this Plan during such taxable year and compensation paid by the transferor employer shall be treated as if it had been paid by the Employer.

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2. The first sentence of Section 7.04 is amended to read as follows:

Should the Participant die after he has begun to receive benefits under a payment option, the remaining payments, if any, under the payment option shall be payable to the Participant's Beneficiary commencing within the 30-day period commencing with the 31st day after the Participant's death, unless the Beneficiary elects payment under a different payment option within 30 days of the Participant's death.

3. The first two sentences of Section 7.05 are amended to read as follows:

Should the Participant die before he has begun to receive the benefits provided by Section 7.01, the value of the Participant's Account shall be payable to the Beneficiary commencing within the 30-day period commencing on the 91st day after the Participant's death, unless the Beneficiary elects a different benefit commencement date within the 90 days of the Participant's death. Such benefits shall be paid in approximately equal annual installments over five years, or over such shorter period as may be necessary to assure that the amount of any annual installment is not less than \$3,500, unless the Beneficiary elects a different payment option within 90 days of the Participant's death. Notwithstanding the foregoing, benefits paid to a Beneficiary under this Section may commence no earlier than the 91st day after the Participant's death and no later than 60 days after the later of the close of the Plan Year in which the Participant attained or would have attained Normal Retirement Age or the close of the Plan Year in which the Participant separated from service.

BE IT FURTHER RESOLVED that this resolution shall be effective on the date of its adoption.

APPROVED AS TO FORM:

  
Deputy City Attorney

Read, approved and adopted by the City Council for the City of Charlotte, North Carolina, in regular session convened on the 13th day of January, 1986, the reference having been made in Minute Book 85, and is recorded in full in Resolution Book 22 at Pages 15-16.

Pat Sharkey  
City Clerk