

RESOLUTION #98-8

**RESOLUTION OF THE BOARD OF COMMISSIONERS OF
LAPORTE COUNTY, INDIANA
AMENDING THE LAPORTE COUNTY PERSONNEL POLICY**

WHEREAS, it has come to the attention of the Board of Commissioners that Section 8.00 Retirement of the LaPorte County Personnel Policy contradicts State Law and PERF guidelines; and

WHEREAS, the Board of Commissioners desires to clarify Title VIII Retirement and amend it to meet State Law and PERF guidelines.

NOW THEREFORE, BE IT RESOLVED that Title VIII Retirement, Section 8.101 be deleted from the LaPorte County Personnel Policy and the following substituted in lieu thereof.

TITLE VIII -- RETIREMENT

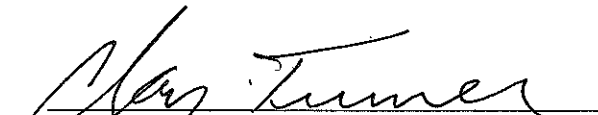
SECTION 8.10 RETIREMENT PLAN

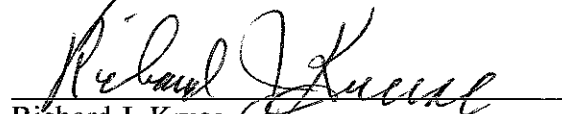
SECTION 8.101 All full-time county employees are eligible to participate in the Public Employees retirement Fund (PERF) and must enroll in PERF when hired. PERF premium cost to the employee is currently three percent (3%) of income, which is collected by monthly payroll deduction. The County pays into the account a percentage of total payroll costs which changes periodically.

In all due respects, the Board of Commissioners reconfirms the LaPorte County personnel Policy reserving to itself the right to further amend or revoke the same and this Amendment thereto.

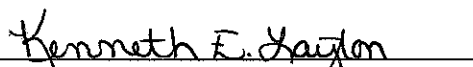
PASSED by the Board of Commissioners of LaPorte County, Indiana this **6th** day of **October**, **1998**.

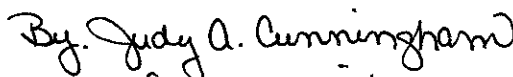
BOARD OF COMMISSIONERS
LAPORTE COUNTY, INDIANA


Clay Turner, President


Richard J. Kruse


H. J. "Bud" Kintzele, Jr.

ATTEST: 
Kenneth E. Layton, County Auditor


Judy A. Cunningham
Deputy Auditor

TITLE VIII

RETIREMENT

8.00 RETIREMENT

8.10 RETIREMENT PLAN

8.101 All full-time county employees are eligible to participate in the Public Employees Retirement Fund (PERF) and must enroll in PERF when hired. PERF premium cost to the employee is currently three percent (3%) of income, which is collected by monthly payroll deduction. The County pays into the account a percentage of total payroll costs which changes periodically. (Amendment 10/6/98)

8.20 COMPULSORY RETIREMENT

8.201 Every county employee shall be compulsorily retired, subject to the provisions of this rule, upon reaching seventy (70) years of age.

8.202 Every employee, except as provided in Section 8.204 of this rule, shall be retired on his anniversary date immediately following his/her seventieth birthdate.

8.203 For the purpose of this rule the anniversary date is the last date of hire which has been followed by continuous full-time employment.

8.204 The normal retirement age for employees shall be seventy (70) years of age. However, an employee may make application to work past the age of seventy (70). The decision to allow an employee to continue working is subject to approval by the department manager or supervisor.

8.205 Any deferment granted shall be only for a reasonable time, and not to exceed one (1) year.

8.206 Successive deferments may be granted upon repetition. However, such additional deferments may only be granted upon evidence submitted by the appointing authority that active recruitment efforts have been made, but that a replacement is not available, and stating reasons why promotion is not available, from within the department is not feasible.

8.2061 Each petition for deferment of the compulsory retirement date shall consist of the following:

1. A health certificate from a physician stating that the petitioning employee is in good physical and mental health and completely capable of fulfilling the essential job functions and responsibilities of his/her classification.