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October 7, 2015

TRANSMITTED VIA E-MAIL AND US MAIL

(kbolick@smyrnaga.gov)

Ms. Kay Bolick
Director/Human Resources & Risk Management
City of Smyrna
2800 King Street
Smyrna, GA 30080

RE: City of Smyrna Georgia Municipal Employees Benefit System Defined Benefit Retirement Plan; Amendment to Provide for Early Retirement Qualification of Attainment of Age 55 and 5 Years of Total Credited Service and Clarify Normal Retirement Qualification as Attainment of Age 65 and Completion of 5 Years of Total Credited Service for Certain Participants Who Reach Grade 24 or Higher

Dear Ms. Bolick:

Per the City's request, enclosed please find two (2) copies of a draft amended Adoption Agreement and two (2) copies of a draft amended General Addendum for the City of Smyrna's Georgia Municipal Employees Benefit System (GMEBS) Defined Benefit Retirement Plan (DB Plan). The amendments provide that the early retirement qualification for Class 3, Class 4 or Class 5 Participants who reach Grade 24 or higher, as described in the City's Pay Classification Plan, is attainment of age 55 and completion of 5 years of total credited service. See Section 14(A) of the Adoption Agreement, at p. 16. Additionally, the amendment clarifies that the normal retirement qualification for Class 4 or Class 5 Participants who reach Grade 24 or higher, as described in the City's Pay Classification Plan, is attainment of age 65 and completion of 5 years of total Credited Service. See Section 14(B)(1) of the Adoption Agreement, at p. 17.

We have also revised subsection 16(q) of the General Addendum, relating to Participants who attain Grade 24 or higher but subsequently lose that status, to ensure consistency between vesting requirements and early and normal retirement qualifications for such Participants (note the current Adoption Agreement provides for a normal retirement qualification of age 65 and completion of 5 years of total credited service for Class 3 Participants), and subparagraph 16(p)(2)(D) of the General Addendum to clarify that a Class 5 Participant who terminates employment before satisfying the vesting requirements for Class 5 Participants will be subject to the benefit eligibility requirements applicable to him/her prior to his/her reemployment.

Additionally, please note that we have deleted Section 3 of the City's current General Addendum, providing for immediate participation for Class 4 and Class 5 Participants, in recognition of the Master Plan amendment eliminating the waiting period for all participants, which took effect January 1, 2015. We have also deleted Section 5 of the City's current General Addendum, relating to a 2006 one-time COLA, as it does not affect current administration of the Plan.

The draft Adoption Agreement provides that the documents will become effective on December 1, 2015.

If the amended Adoption Agreement and General Addendum are acceptable as drafted, please have the designated representatives sign and date both copies of the Adoption Agreement and General Addendum where indicated (p. 42 and p. 21, respectively) and return all executed originals of the Adoption Agreement and General Addendum to:

Ms. Gina Shirley
GMEBS Legal Assistant
c/o Georgia Municipal Association
P.O. Box 105377
Atlanta, GA 30348

We will then countersign each document. We will keep one original executed Adoption Agreement and General Addendum for our files, and we will return the other original executed Adoption Agreement and General Addendum to you.

Upon adoption, the executed Adoption Agreement and General Addendum will replace the previous Adoption Agreement and General Addendum which became effective April 1, 2014. If you wish to keep the previous documents for record-keeping purposes, we suggest that you mark them, "superseded by December 1, 2015 Adoption Agreement and General Addendum."

Please let me know if you have any questions about, or revisions to, the draft Adoption Agreement or General Addendum.

Sincerely,



Sam L. Brannen, Jr.
Associate General Counsel

Encl.

C: Mr. Scott Cochran, City Attorney, City of Smyrna (w/ encl.)
Ms. Marinette Bienvenu, Director, Employee Benefit Services (w/o encl.)
Mr. Randy Logan, Director, Retirement Field Services and Defined Contribution Program (w/o encl.)
Ms. Gwin Hall, Senior Associate General Counsel (w/o encl.)