



**Council Meeting: September 28, 2010**

**SUBJECT: SUBJECT: Alternative Retirement System for Temporary (Unclassified Casual, Seasonal, Special Project, and Recreation) Employees.**

**REPORT IN BRIEF**

This report recommends adopting a resolution to approve an Alternative Retirement System provided by the Public Agency Retirement Services (PARS) for temporary (unclassified casual, seasonal, special project, and recreation) employees in lieu of Social Security, and direct the City Manager to execute the trust agreement. Temporary employment is limited to less than 1000 work hours or no more than six months full-time in a fiscal year. Temporary employees are not covered by the California Public Employees' Retirement System (CalPERS). Full-time and regular part-time employees and others who meet CalPERS eligibility criteria participate in CalPERS.

**BACKGROUND**

Prior to the Omnibus Budget Reconciliation Act of 1990 (OBRA 90), part-time, seasonal, and temporary employees of a public agency were exempt from participating in a retirement program. With the passage of OBRA 90 it was mandated that all public employees who were not members of their employer's existing retirement system as of January 1, 1992 be covered by Social Security or an alternative plan. After the passage of OBRA 90, the City chose to enroll its temporary employees into Social Security.

As a result of participation in Social Security, both the City and the temporary employee contribute 6.2% of salary (for a total contribution of 12.4%) to Social Security.

**EXISTING POLICY**

Goal 7.3D: maintain a quality workforce, consistent with state and federal laws, City Charter, and adopted policies in order to assure that City service are provided in an effective, efficient, and high quality manner. Policy 7.3D.1: maintain a recruitment and selection process that ensures a highly competent workforce. Action Statement 7.3D.1a: maintain a competitive pay and benefit package for employees.

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**DISCUSSION**

Given current economic conditions, staff researched alternative plans in order to determine if a less costly alternative to Social Security is available, provided such alternative is beneficial to both the City and affected employees and continues to provide similar benefits.

Based on this research, staff is recommending that the City Council consider the Public Agency Retirement Services Alternative Retirement System (PARS-ARS) (also known as the PARS Section 457 FICA Alternative Retirement Plan) as an alternative plan in lieu of Social Security for temporary employees. Congress specified the minimum requirements for alternative retirement systems, and PARS, founded in 1983, provides an alternative plan that meets the statutory requirements and complies with IRC 3121(b)(7)(F) requirements. PARS administers over 700 retirement programs that cover over 250,000 plan participants in over 400 cities, counties, school districts, community college districts, county offices of education, and special districts. Since 1991, numerous public agencies have realized significant savings using PARS-ARS as an alternative to Social Security/FICA for part-time, seasonal, and temporary employees. In addition, the defined contribution format of the plan prevents unknown future obligations. Finally, the PARS-ARS is a “turn-key” administration, wherein the trust administrator, Phase II Systems (doing business as PARS), handles participant inquiries, performs monthly valuations of participant accounts, prepares and provides statements and reports, administers the distribution process, ensures reporting requirements, and assures government compliance. Union Bank of California serves as the trustee for the PARS-ARS.

Unlike Social Security, which requires both the City and the employee to contribute 6.2% of salary (12.4% total), PARS requires only a 7.5% (total) contribution to a fully vested retirement account. 7.5% is the Federally-mandated minimum contribution to an alternative retirement plan. Another benefit of the PARS-ARS in lieu of Social Security is that PARS-ARS contributions are pre-tax, whereas contributions to Social Security are post-tax. Therefore, a 6.2% employee contribution rate to PARS-ARS is lower than that to Social Security, resulting in additional take-home pay to the employee.

There are other significant benefits to employees from participation in the PARS-ARS rather than Social Security. PARS-ARS participants are fully vested in their individual accounts (100% vesting from first day of coverage). In the event of a participant’s termination of employment, retirement, disability or death, assets in the participant’s account may be distributed as a lump-sum to the participant; rolled over to an IRA or other qualified retirement plan that accepts rollovers; or used to purchase CalPERS services credit, if eligible.

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Current temporary employees will be notified and enrolled in the PARS-ARS. Current employees may elect to remain in social security only based on hardship and could request to opt-out of the PARS-ARS. New temporary employees will automatically be enrolled in the PARS-ARS.

The PARS-ARS provides flexibility for cost sharing of the 7.5% contribution. Although cities vary in the cost distribution arrangements chosen through PARS, it is most common for the temporary employee to pay 6.2% into the alternative retirement system, and the city to pay 1.3%. This is the contribution sharing that is being recommended. The PARS-ARS also includes modest trust administrator and trustee fees. It is recommended that the City initially pay these fees pending accumulation of plan assets, at which time the City may elect to have the fees paid from plan assets.

**FISCAL IMPACT**

Citywide, there are approximately 400 active temporary employees that would be impacted by this change. Eligible wages for this group of employees is expected to be approximately \$2.7 million in FY 2010/2011. With the City's contribution decreasing from 6.2% for Social Security to 1.3% for the PARS-ARS, annual savings are estimated to be up to approximately \$125,000, depending on the number of current employees who enroll in PARS-ARS. This estimate considers the approximately \$5,000 in annual fees paid to the trust administrator. These savings have already been incorporated into the current budget and 20—year long-term financial plan.

**PUBLIC CONTACT**

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, at the Sunnyvale Senior Center, Community Center and Department of Public Safety; and by making the agenda and report available at the Sunnyvale Public Library, the Office of the City Clerk and on the City's Web site.

**ALTERNATIVES**

1. Adopt the resolution to participate in the Public Agency Retirement Services Alternative Retirement System (PARS-ARS) as an alternative plan in lieu of Social Security for current temporary employees, except those who request to remain in social security and are approved based on hardship, and all new temporary employees, effective as soon as administratively possible, with the initial cost sharing of the 7.5% contribution rate set at 6.2% for the temporary employee and 1.3% for the City, and with the City initially paying plan fees; and adopt the resolution updating the City's Salary Resolution.

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2. Do not adopt the resolution to participate in the Public Agency Retirement Services Alternative Retirement System (PARS-ARS) as an alternative retirement plan in lieu of Social Security for temporary employees.

**RECOMMENDATION**

Staff recommends Alternative No. 1: Adopt the resolution to participate in the Public Agency Retirement Services Alternative Retirement System (PARS-ARS) as an alternative plan in lieu of Social Security for current temporary employees and all new temporary employees, effective as soon as administratively possible, with the initial cost sharing of the 7.5% contribution rate set at 6.2% for the temporary employee and 1.3% for the City, and with the City initially paying plan fees; and adopt the resolution updating the City's Salary Resolution.

Reviewed by:

Teri Silva, Director of Human Resources  
Prepared by: Teri Silva, Director of Human Resources

Reviewed by:

Grace Leung, Acting Director of Finance

Approved by:

Gary M. Luebbbers, City Manager

**Attachments**

- A. Resolution Adopting the Public Agency Retirement Services Alternative Retirement System for Temporary (Unclassified Casual, Seasonal, Special Project, and Recreation) Employees, and Unclassified Temporary Employees Hired Under the Job Training Partnership Act
- B. Resolution Amending the City's Salary Resolution
- C. Administrative Services Agreement

City of Sunnyvale  
Santa Clara County, California

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE ADOPTING THE PUBLIC AGENCY RETIREMENT SERVICES (PARS) ALTERNATIVE RETIREMENT SYSTEM FOR TEMPORARY (UNCLASSIFIED CASUAL, SEASONAL, SPECIAL PROJECT, AND RECREATION) EMPLOYEES**

WHEREAS it is determined to be in the City’s best interest and its employees to provide a Qualifying Retirement System for its employees not currently eligible for such a Qualifying Retirement System, thereby meeting the requirements of Section 11332 of the Omnibus Budget Reconciliation Act (OBRA 90) and Section 3121(b)(7)(F) of the Internal Revenue Code (IRC),

WHEREAS the Public Agency Retirement System (PARS) has made such a system available to the City and its eligible employees and qualifies under OBRA 90 Section 11332, IRC Sections 3121(b)(7)(F) and 457(b), and meets the meaning of the term “retirement system” as given by Section 218(b)(4) of the Federal Social Security Act.

**NOW THEREFORE, BE IT RESOLVED THAT:**

1. The City Council hereby adopts the PARS 457 Trust, including the PARS Section 457 FICA Alternative Retirement Plan, effective as soon as administratively possible after adoption of this resolution for the benefit of employees on that date and hired thereafter; and
2. The City Council hereby appoints the City Manager, or designee, as the City’s Plan Administrator for the Public Agency Retirement System; and
3. The City’s Plan Administrator is hereby authorized to implement the plan(s), execute the PARS legal and administrative documents on behalf of the City and to take whatever additional actions are necessary to maintain the City’s participation in PARS and to maintain PARS compliance of any relevant regulation issued or as may be issued; therefore, authorizing him/her to take whatever additional actions are required to administer the City’s PARS plan(s).

Adopted by the City Council at a regular meeting held on \_\_\_\_\_, 2010, by the following vote:

- AYES:
- NOES:
- ABSTAIN:
- ABSENT:

ATTEST:

APPROVED:

\_\_\_\_\_  
City Clerk  
(SEAL)

\_\_\_\_\_  
Mayor

APPROVED AS TO FORM AND LEGALITY:

\_\_\_\_\_  
David E. Kahn, City Attorney

CERTIFICATION

STATE OF CALIFORNIA  
COUNTY OF SANTA CLARA

Kathleen Franco Simmons, the Clerk of the City Council of the City of Sunnyvale of Santa Clara County, California, hereby certifies that the above foregoing resolution was duly and regularly adopted by said City at a regular meeting thereof held on \_\_\_\_\_, 2010, and passed by a \_\_\_\_\_ vote of said Council.

IN WITNESS WHEREOF I have hereunto set my hand and seal this \_\_\_\_\_, 2010.

\_\_\_\_\_  
City Clerk

RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SUNNYVALE AMENDING RESOLUTION NO. 190-05, THE CITY'S SALARY RESOLUTION, BY AMENDING AND ADDING SECTIONS RELATED TO AN ALTERNATIVE RETIREMENT SYSTEM FOR TEMPORARY EMPLOYEES**

WHEREAS, the City desires to update the City's Salary Resolution to amend and add provisions in the Salary Resolution related to an alternative retirement system for temporary (unclassified casual, seasonal, special project, and recreation) employees;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SUNNYVALE THAT:

1. The following sections of the Salary Resolution be amended and/or added to read as follows:

5.700. RETIREMENT SYSTEMS. The City shall provide a retirement system to eligible employees and to members of the City Council who elect to join the California Public Employees Retirement System, in accordance with the provisions of the City Charter, and as specifically described below. **In addition, the City shall provide an alternative retirement system to eligible temporary (unclassified casual, seasonal, special project, and recreation) employees as specifically described below.**

5.745. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS). The City will contract with the Public Agency Retirement Services (PARS) for an alternative retirement system (ARS) for qualified temporary (unclassified casual, seasonal, special project, and recreation) employees.

5.746. PUBLIC AGENCY RETIREMENT SERVICES ALTERNATIVE RETIREMENT SYSTEM (PARS-ARS). QUALIFIED EMPLOYEES. Qualified employees are those in Categories H, I, and J. who were employed as of the effective date of the PARS-ARS implementation and elected coverage under PARS-ARS, and all employees hired in Categories H, I, and J after implementation of the PARS-ARS.

5.747. PARS-ARS CONTRIBUTION. For employees in Categories H, I, and J, the City shall contribute to PARS-ARS 1.3% of the employee's salary towards the federally-mandated 7.5% minimum contribution. The employee shall be responsible for the remainder of the contribution of 6.2% to PARS-ARS.

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5.750. SOCIAL SECURITY. FICA PORTION. All employees not covered by CalPERS or PARS-ARS shall be covered by Social Security/FICA. The employee and the City will each contribute the mandated percentage of the employee's wages toward the cost of Social Security/FICA. No Social Security/FICA will be withheld for retired CalPERS members who return to work as a temporary employee.

2. All other provisions of Resolution No. 190-05 shall remain in full force and effect.

Adopted by the City Council at a regular meeting held on \_\_\_\_\_, 2010, by the following vote:

AYES:  
NOES:  
ABSTAIN:  
ABSENT:

ATTEST:

APPROVED:

\_\_\_\_\_  
City Clerk  
(SEAL)

\_\_\_\_\_  
Mayor

APPROVED AS TO FORM AND LEGALITY:

\_\_\_\_\_  
David E. Kahn, City Attorney

AGREEMENT FOR ADMINISTRATIVE SERVICES

This Agreement for Administrative Services (“Agreement”) is made this 28th day of September, 2010, between Phase II Systems, a corporation organized and existing under the laws of the State of California, doing business as Public Agency Retirement Services (hereinafter “PARS”) and the City of Sunnyvale (“Agency”).

WHEREAS, Agency has adopted the City of Sunnyvale PARS Section 457 FICA Alternative Retirement Plan (the “Plan”) effective September 28, 2010 in conjunction with the PARS Trust Document (“PARS Trust”), and is desirous of retaining PARS, as Trust Administrator to the PARS Trust, to provide administrative services;

WHEREAS, by written resolution and pursuant to Sections 1.1 and 2.1 of the PARS Trust, the Agency’s governing body has appointed by position or title a Plan Administrator to act on its behalf in all matters relating to the Plan and PARS Trust (“Plan Administrator”);

WHEREAS, pursuant to Section 3.3 of the PARS Trust, the Agency has the power to delegate certain duties related to the Plan, and PARS accepts those duties pursuant to the terms contained in the Agreement, and that this Agreement represents the entire delegation of duties to PARS from the Agency with regards to the Plan;

WHEREAS, PARS accepts the terms of this Agreement with the understanding by the Agency and Plan Administrator that PARS does not hold custody of any assets of the Plan, and does not have any independent authority or discretion for the investment, distribution or escheatment of Plan assets without the express consent of, and direction from the Plan Administrator.

NOW THEREFORE, THE PARTIES AGREE:

1. **Services.** PARS will provide the services pertaining to the Plan as described in the exhibit attached hereto as “Exhibit 1A” (“Services”) in a timely manner, subject to the further provisions of this Agreement.
2. **Fees for Services.** PARS will be compensated for performance of the Services as described in the exhibit attached hereto as “Exhibit 1B”.
3. **Payment Terms.** Payment for the Services will be remitted directly from Plan assets unless the Agency chooses to make payment directly to PARS. In the event that the Agency chooses to make payment directly to PARS, it shall be the responsibility of the Agency to remit payment directly to PARS based upon an invoice prepared by PARS and delivered to the Agency. If payment is not received by PARS within thirty (30) days of the invoice delivery date, the balance due shall bear interest at the rate of 1.5% per month. If payment is not received from the Agency within sixty (60) days of the invoice delivery date, payment plus accrued interest will be remitted directly from Plan assets, unless PARS has previously received written communication disputing the subject invoice that is signed by a duly authorized representative of the Agency.

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4. **Fees for Services Beyond Scope.** Fees for services beyond those specified in this Agreement will be billed to the Agency at the rates indicated in the PARS standard fee schedule in effect at the time the services are provided and shall be payable as described in Section 3 of this Agreement. Before any such services are performed, PARS will obtain prior Agency authorization and provide the Agency with written notice of the subject services, terms, and an estimate of the fees therefore.
5. **Information Furnished to PARS.** PARS will provide the Services contingent upon the Agency providing PARS the information specified in the exhibit attached hereto as "Exhibit 1C" ("Data"). It shall be the responsibility of the Agency to certify the accuracy, content and completeness of the Data so that PARS may rely on such information without further audit. It shall further be the responsibility of the Agency to deliver the Data to PARS in such a manner that allows for a reasonable amount of time for the Services to be performed. Unless specified in Exhibit 1A, PARS shall be under no duty to question Data received from the Agency, to compute contributions made to the Plan, to determine or inquire whether contributions are adequate to meet and discharge liabilities under the Plan, or to determine or inquire whether contributions made to the Plan are in compliance with the Plan or applicable law. In addition, PARS shall not be liable for non performance of Services if such non performance is caused by or results from erroneous and/or late delivery of Data from the Agency. In the event that the Agency fails to provide Data in a complete, accurate and timely manner and pursuant to the specifications in Exhibit 1C, PARS reserves the right, notwithstanding the further provisions of this Agreement, to terminate this Agreement upon no less than ninety (90) days written notice to the Agency.
6. **Suspension of Contributions.** In the event contributions are suspended, either temporarily or permanently, prior to the complete discharge of PARS' obligations under this Agreement, PARS reserves the right to bill the Agency for Services under this Agreement at the rates indicated in PARS' standard fee schedule in effect at the time the services are provided, subject to the terms established in Section 3 of this Agreement. Before any such services are performed, PARS will provide the Agency with written notice of the subject services, terms, and an estimate of the fees therefore.
7. **Plan Distributions.** The Plan Administrator is responsible for notifying PARS of any Participant's eligibility for a distribution, and PARS accepts the Plan Administrator's contractual delegation of distribution processing and certain escheatment responsibilities. PARS is entitled to rely on, and is under no duty whatsoever to audit the efficacy of the Agency's procedures for identifying an employee's change-in-status or eligibility for a distribution.
8. **Non-Contribution Reports.** PARS prepares and submits a periodic Non-Contribution report to the Plan Administrator which includes all Participants who have received no new contributions for a period of time, as specified by the Plan Administrator. PARS is not obligated by law or otherwise to provide a Non-Contribution report and this report in no way obligates PARS to generate distributions

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without specific instruction from the Agency's Plan Administrator as outlined in Section 7.

9. **Escheatment of Unclaimed Accounts.** PARS will administer the escheatment of Participant accounts which are deemed unclaimed pursuant to applicable state and federal laws, under the conditions further described in the provisions of this Agreement. It is acknowledged by the Agency and Plan Administrator that any escheatment duties that PARS has arise only as a result of contractual, not statutory, obligations that PARS accepts as a delegatee of the Plan Administrator, as contained in this Agreement. For the purposes of determining the timing of distributability under any unclaimed property law, a Participant account becomes "payable or distributable" as of the date on which the Plan Administrator notifies PARS, in an acceptable form of notification, of a change-in-status together with the proper authorization to commence the distribution process.
10. **Records.** Throughout the duration of this Agreement, and for a period of five (5) years after termination of this Agreement, PARS shall provide duly authorized representatives of Agency access to all records and material relating to calculation of PARS' fees under this Agreement. Such access shall include the right to inspect, audit and reproduce such records and material and to verify reports furnished in compliance with the provisions of this Agreement. All information so obtained shall be accorded confidential treatment as provided under applicable law.
11. **Confidentiality.** Without the Agency's consent, PARS shall not disclose any information relating to the Plan except to duly authorized officials of the Agency, subject to applicable law, and to parties retained by PARS to perform specific services within this Agreement. The Agency shall not disclose any information relating to the Plan to individuals not employed by the Agency without the prior written consent of PARS, except as such disclosures may be required by applicable law.
12. **Independent Contractor.** PARS is and at all times hereunder shall be an independent contractor. As such, neither the Agency nor any of its officers, employees or agents shall have the power to control the conduct of PARS, its officers, employees or agents, except as specifically set forth and provided for herein. PARS shall pay all wages, salaries and other amounts due its employees in connection with this Agreement and shall be responsible for all reports and obligations respecting them, such as social security, income tax withholding, unemployment compensation, workers' compensation and similar matters.
13. **Indemnification.** PARS and Agency hereby indemnify each other and hold the other harmless, including their respective officers, directors, employees, agents and attorneys, from any claim, loss, demand, liability, or expense, including reasonable attorneys' fees and costs, incurred by the other as a consequence of PARS' or Agency's, as the case may be, acts, errors or omissions with respect to the performance of their respective duties hereunder.

14. **Compliance with Applicable Law.** The Agency shall observe and comply with federal, state and local laws in effect when this Agreement is executed, or which may come into effect during the term of this Agreement, regarding the administration of the Plan. PARS shall observe and comply with federal, state and local laws in effect when this Agreement is executed, or which may come into effect during the term of this Agreement, regarding Plan administrative services provided under this Agreement.
15. **Applicable Law.** This Agreement shall be governed by and construed in accordance with the laws of the State of California. In the event any party institutes legal proceedings to enforce or interpret this Agreement, venue and jurisdiction shall be in any state court of competent jurisdiction.
16. **Force Majeure.** When a party's nonperformance hereunder was beyond the control and not due to the fault of the party not performing, a party shall be excused from performing its obligations under this Agreement during the time and to the extent that it is prevented from performing by such cause, including but not limited to: any incidence of fire, flood, acts of God, acts of terrorism or war, commandeering of material, products, plants or facilities by the federal, state or local government, or a material act or omission by the other party.
17. **Ownership of Reports and Documents.** The originals of all letters, documents, reports, and data produced for the purposes of this Agreement shall be delivered to, and become the property of the Agency. Copies may be made for PARS but shall not be furnished to others without written authorization from Agency.
18. **Designees.** The Plan Administrator of the Agency, or their designee, shall have the authority to act for and exercise any of the rights of the Agency as set forth in this Agreement, subsequent to and in accordance with the written authority granted by the Governing Body of the Agency, a copy of which writing shall be delivered to PARS. Any officer of PARS, or his or her designees, shall have the authority to act for and exercise any of the rights of PARS as set forth in this Agreement.
19. **Notices.** All notices hereunder and communications regarding the interpretation of the terms of this Agreement, or changes thereto, shall be effected by delivery of the notices in person or by depositing the notices in the U.S. mail, registered or certified mail, return receipt requested, postage prepaid and addressed as follows:
  - (A) To PARS: PARS; 4350 Von Karman Avenue, Suite 100, Newport Beach, CA 92660; Attention: President
  - (B) To Agency: City of Sunnyvale; 456 W. Olive Avenue, Sunnyvale, CA 94086; Attention: [Plan Administrator]Notices shall be deemed given on the date received by the addressee.
20. **Term of Agreement.** This Agreement shall remain in effect for the period beginning September 28, 2010 and ending September 28, 2013 ("Term"). This Agreement will continue unchanged for successive twelve month periods following the Term unless

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either party gives written notice to the other party of the intent to terminate prior to ninety (90) days before the end of the Term.

- 21. **Amendment.** This Agreement may not be amended orally, but only by a written instrument executed by the parties hereto.
- 22. **Entire Agreement.** This Agreement, including exhibits, contains the entire understanding of the parties with respect to the subject matter set forth in this Agreement. In the event a conflict arises between the parties with respect to any term, condition or provision of this Agreement, the remaining terms, conditions and provisions shall remain in full force and legal effect. No waiver of any term or condition of this Agreement by any party shall be construed by the other as a continuing waiver of such term or condition.
- 23. **Attorneys Fees.** In the event any action is taken by a party hereto to enforce the terms of this Agreement the prevailing party herein shall be entitled to receive its reasonable attorney's fees.
- 24. **Counterparts.** This Agreement may be executed in any number of counterparts, and in that event, each counterpart shall be deemed a complete original and be enforceable without reference to any other counterpart.
- 25. **Headings.** Headings in this Agreement are for convenience only and shall not be used to interpret or construe its provisions.
- 26. **Effective Date.** This Agreement shall be effective and control the obligations and duties of the parties hereto as of the date first above written.

**AGENCY:**

BY: \_\_\_\_\_

TITLE: \_\_\_\_\_ [Plan Administrator]

DATE: \_\_\_\_\_

**PARS:**

BY: \_\_\_\_\_

TITLE: \_\_\_\_\_

DATE: \_\_\_\_\_

EXHIBIT 1A

SERVICES

PARS will provide the following services for the City of Sunnyvale PARS 457 FICA Alternative Retirement Plan:

1. Plan Installation Services:

- (A) Meeting with appropriate Agency personnel to discuss plan provisions, implementation timelines, benefit communication strategies, data reporting and contribution submission requirements;
- (B) Providing the necessary analysis and advisory services to finalize these elements of the Plan;
- (C) Providing the documentation needed to establish the Plan for review by Agency legal counsel, which must be reviewed and approved by the Agency, as demonstrated by the execution of this Agreement prior to the commencement of PARS services.

2. Plan Administration Services:

- (A) Monitoring the receipt of Plan contributions made by the Agency to the trustee of the PARS Trust (“Trustee”), based upon information received from the Agency and the Trustee;
- (B) Performing periodic accounting of Plan assets, including the allocation of employer and employee contributions, distributions, investment activity and expenses (if applicable) to individual Participant accounts, based upon information received from the Agency and/or Trustee;
- (C) Acting as ongoing liaison between the Participant and the Agency in regard to distribution payments, which shall include use by the Participants of toll-free telephone communication to PARS;
- (D) Coordinating the processing of Participant distribution payments pursuant to authorized written Agency certification of distribution eligibility, authorized direction by the Agency, the provisions further contained in this Agreement, and the provisions of the Plan;
- (E) Directing Trustee to make Participant distribution payments, pursuant to the Agency authorization provisions in this Agreement, and producing required tax filings regarding said distribution payments;
- (F) Notifying the Trustee of the amount of Plan assets available for further investment and management, or, the amount of Plan assets necessary to be liquidated in order to fund Participant distribution payments;
- (G) Coordinating actions with the Trustee as directed by the Plan Administrator within the scope this Agreement;
- (H) Preparing and submitting a periodic Non-Contribution report which includes all Participants who have received no new contributions for a period of time as specified

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by the Plan Administrator, unless directed by the Agency otherwise. PARS is not obligated by law or otherwise to provide a Non-Contribution report and this report in no way obligates PARS to generate distributions without specific instruction from the Agency Plan Administrator as outlined in Section 7 of this Agreement;

- (I) Preparing and submitting a monthly report of Plan activity to the Agency, unless directed by the Agency otherwise;
  - (J) Preparing and submitting an annual report of Plan activity to the Agency;
  - (K) Preparing individual annual statements and mailing in bulk to the Agency, unless directed by the Agency otherwise.
3. Plan Compliance Services: Coordinating and preparing amendments to the Trust, Plan and other associated legal documents required by federal and/or state agencies to maintain the Plan in compliance.
  4. PARS is not licensed to provide and does not offer tax, accounting, legal, investment or actuarial advice.

EXHIBIT 1B  
FEES FOR SERVICES

1. PARS will be compensated for performance of Services, as described in Exhibit 1A based upon the following schedule:

(A) A distribution fee equal to \$20.00 per terminated Participant (“Distribution Fee”), which shall be deducted solely from the terminating Participant’s account or paid by the Agency.

**Distribution Fee Payment Option (Please select one option below):**

- Distribution Fee shall be paid solely from the terminating Participant’s account.
- Distribution Fee shall be paid by the Agency.

(B) An annual asset fee paid by the Agency or from Plan Assets based on the following schedule (“Asset Fee”):

<u>For Plan Assets from:</u>	<u>Annual Rate:</u>
\$1 to \$500,000	2.00%
\$500,001 to \$2,500,000	1.50%
\$2,500,001 to \$5,000,000	1.25%
\$5,000,001 to \$10,000,000	1.00%
\$10,000,001 and Above	0.75%

Annual rates are prorated and paid monthly. The annual Asset Fee shall be calculated by the following formula [Annual Rate divided by 12 (months of the year) multiplied by the Plan asset balance at the end of the month within each asset range]. Asset based fees are subject to a \$400.00 monthly minimum. If the Asset Fee is taken from Plan Assets, the total Asset Fees due in a given month shall be allocated proportionately among Participants of the Agency’s Plan in that month, based on account balance. Trustee and Investment Management Fees are not included. The monthly minimum is subject to an automatic cost-of-living increase of 2% per year commencing the 1<sup>st</sup> of the month following the Term as defined in Section 20 above.

**Annual Asset Fee Payment Option (Please select one option below):**

- Annual Asset Fee shall be invoiced and paid by the Agency.
- Annual Asset Fee shall be paid from Plan Assets.

(C) A fee equal to the out of pocket costs charged to PARS by an outside contractor for formatting contribution data on to a suitable magnetic media, charged only if the contribution data received by PARS from the Agency is not on readable magnetic media (“Data Processing Fee”).

EXHIBIT 1C

DATA REQUIREMENTS

PARS will provide the Services under this Agreement contingent upon receiving the following information:

1. Contribution Data – transmitted to PARS by email or on an IBM formatted disk (360K, 1.2 MB or 1.44 MB) in ASCII code or Excel formats containing the following items of employee information related to the covered payroll period:
  - (A) Agency name
  - (B) Employee’s legal name
  - (C) Employee’s social security number
  - (D) Payroll date
  - (E) Employer contribution amount
  - (F) Employee contribution amount
2. Distribution Data – written Plan Administrator’s (or authorized Designee’s) direction to commence distribution processing, which contains the following items of Participant information:
  - (A) Agency name
  - (B) Participant’s legal name
  - (C) Participant’s social security number
  - (D) Participant’s address
  - (E) Participant’s phone number
  - (F) Participant’s birthdate
  - (G) Participant’s condition of eligibility
  - (H) Participant’s effective date of eligibility
  - (I) Signed certification of distribution eligibility from the Plan Administrator, or authorized Designee
3. Executed Legal Documents:
  - (A) Certified Resolution
  - (B) Plan Document
  - (C) Trust Agreement
  - (D) Trustee Investment Forms
4. Other information pertinent to the Services as reasonably requested by PARS.