

**NEWBERRY TOWNSHIP
YORK COUNTY, PENNSYLVANIA**

ORDINANCE NO. 444

**AN ORDINANCE OF NEWBERRY TOWNSHIP, YORK COUNTY, PENNSYLVANIA,
AMENDING THE NEWBERRY TOWNSHIP NON-UNIFORMED RETIREMENT PLAN TO
MODIFY THE ACCRUED BENEFIT FORMULA AND MAXIMUM YEARS OF ACCRUAL
SERVICE, EFFECTIVE JANUARY 1, 2027.**

WHEREAS, Newberry Township (the “Township”) maintains the Newberry Township Non-Uniformed Retirement Plan (the “Plan”); and

WHEREAS, Article IV, Section 4.01 of the Plan currently provides an accrued retirement benefit calculated at 1.67% of Average Compensation multiplied by Accrual Service, not to exceed twenty-five (25) years; and

WHEREAS, the Board of Supervisors desires to preserve the current benefit multiplier for Accrual Service earned through December 31, 2026, and provide a 2.00% multiplier for Accrual Service earned beginning January 1, 2027; and

WHEREAS, the Board of Supervisors further desires to establish a thirty-five (35) year maximum of Accrual Service for employees hired prior to January 1, 2004, while retaining a twenty-five (25) year maximum for employees hired on or after January 1, 2004; and

WHEREAS, the Board of Supervisors has received and considered the actuarial cost study prepared by Foster & Foster, Inc., dated October 20, 2026, concerning the proposed benefit changes;

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Board of Supervisors of Newberry Township, York County, Pennsylvania, as follows:

SECTION 1. AMENDMENT TO ARTICLE IV, SECTION 4.01.

Article IV, Section 4.01 — Accrued Benefit, of the Newberry Township Non-Uniformed Retirement Plan is hereby deleted in its entirety and replaced with the following:

SECTION 4.01 — ACCRUED BENEFIT.

An Active Participant’s monthly Accrued Benefit as of any date, subject to the modifications below, will be equal to the sum of the products of (a) and (b) below:

(a) An amount equal to 1.67% of his Average Compensation multiplied by his Accrual Service earned through December 31, 2026.

(b) An amount equal to 2.00% of his Average Compensation multiplied by his Accrual Service earned on or after January 1, 2027.

For an employee hired prior to January 1, 2004, the maximum combined Accrual Service used under (a) and (b) shall be thirty-five (35) years. For an employee hired on or after January 1, 2004, the maximum combined Accrual Service used under (a) and (b) shall be twenty-five (25) years. The applicable maximum is a single limit on total Accrual Service and shall not be applied separately to (a) and (b).

An Active Participant's monthly Accrued Benefit shall be reduced by the amount of deferred monthly retirement benefit under the Normal Form beginning on his Normal Retirement Date in lieu of which he has received a single sum payment under the Plan.

The Participant's Accrued Benefit resulting from Employer Contributions is equal to the Participant's total Accrued Benefit reduced by his Required Contribution Accrued Benefit.

SECTION 2. REMAINING PLAN PROVISIONS.

All other provisions of the Newberry Township Non-Uniformed Retirement Plan shall remain unchanged and in full force and effect.

SECTION 3. CODIFICATION; REPEALER.

A. The Township may codify this Ordinance within its Code of Ordinances, and the codifier may make non-substantive edits to numbering and formatting.

B. All ordinances or parts of ordinances inconsistent herewith are repealed to the extent of the inconsistency.

SECTION 4. SEVERABILITY.

If any sentence, clause, or section of this Ordinance is held invalid, the remaining provisions shall remain in effect.

SECTION 5. EFFECTIVE DATE.

This Ordinance shall be effective January 1, 2027.

ORDAINED AND ENACTED this ____ day of _____, 2026.

ATTEST:

**NEWBERRY TOWNSHIP
BOARD OF SUPERVISORS**

Aaron Schwartz, Secretary

Mario Eckert, Chairman