

GREATER SALT LAKE MUNICIPAL SERVICES DISTRICT

PERSONNEL POLICY AMENDMENT

RESPECTING SERVICE CREDIT PURCHASES

I. BACKGROUND

- A. **Policies**: The Greater Salt Lake Municipal Service District (“MSD” or “District”) has established the Greater Salt Lake Municipal Service District Personnel Policy Manual (“Personnel Policy Manual”) for the benefit of the District’s workforce.
- B. **Amendments**: The Personnel Policy Manual states that the District reserves the right to add or change any or all policies contained in the Personnel Policy Manual, pursuant to the Section entitled “Right to Add or Change.”
- C. **Adopted policy**: The District has adopted the following policy:

MSD Participation Standards for Service Credit Purchases

Pursuant to Utah Code Ann. Sections 49-12-409, 49-13-408, 49-22-309, and 49-23-308, all regular full-time MSD employees and MSD may agree to jointly purchase a maximum of five years of service credit from the Utah Retirement Systems. Provided the following participation standards (a through g) are satisfied, all regular full-time MSD employees and MSD shall jointly purchase a maximum of two years of service credit from the Utah Retirement Systems:

- a. The employee has 28 or more years of service credit; and
- b. The purchase is necessary for the early retirement of the employee; and
- c. MSD's allowed portion of the purchase is within the General Manager authority; or
- d. MSD's Board of Trustees approves MSD's allowed portion of the purchase to the extent it is beyond the General Manager’s authority; and
- e. The employee requests the purchase in writing for health reasons, or to settle an employment dispute between the employee and MSD; or
- f. MSD offers the purchase in writing for budgetary or operational needs and the employee applies for the purchase in writing; and
- g. The purchase is approved by Utah Retirement Systems and complies with Utah Code Ann. Sections 49-12-409, 49-13-408; 49-22-309 and 49-23-308, as applicable.

II. COMPLIANCE WITH STATE LAW

- A. **Nondiscriminatory Policy**: The MSD Participation Standards for Service Credit Purchases policy complies with Utah Code Ann. Sections 49-12-409, 49-13-408; 49-22-309 and 49-23-308.
- B. **Notice**: Although the District desires to openly communicate with employees and provide advance notice of proposed changes, such changes may be made without prior notice to the affected employee(s), as with this policy's adoption, when deemed necessary or otherwise appropriate for the efficient operation of the District.

Enacted June 15, 2022 and ratified by the Board of Trustees of the Greater Salt Lake Municipal Services District June 22, 2022.

Joe Smolka, Chair

ATTEST:

Marla Howard, General Manager