

**Salary Reduction Pick-up Plan**

Resolution NO. 2024-30

RESOLUTION THAT Blendon Township WILL PICK UP THE STATUTORILY REQUIRED CONTRIBUTION TO THE OHIO PUBLIC EMPLOYEES RETIREMENT SYSTEM FOR THE EMPLOYEES OF THE Township PURSUANT TO INTERNAL REVENUE CODE SECTION 414(h)(2).

WHEREAS, pursuant to federal and Ohio laws, the federal and state income taxes on a portion of the wages or salaries of the employees of the Blendon Township will be deferred if Blendon Township “picks up” (assumes and pays) the contributions statutorily required by such elected officials and covered employees to Ohio Public Employees Retirement System (OPERS); and

WHEREAS Blendon Township will not incur any additional costs in the picking up of such contributions.

NOW THEREFORE BE IT ORDAINED BY Blendon Township, OHIO, THAT:

**SECTION 1:** Effective 9/01/2024, the full amount of the statutorily required employee contributions to OPERS shall be withheld from the gross pay of each person within any of the classes established in Section 2 herein and shall be “picked up” (assumed and paid to OPERS) by Blendon Township. This “pick up” by the Township shall be designated as public employee contributions and shall be in lieu of contributions to OPERS by each person within any of the classes established in Section 2 herein. No person subject to this “pick up” shall have the option of choosing to receive the statutorily required contribution to OPERS directly instead of having it “picked up” by Blendon Township or of being excluded from the “pick up”. The Township shall, in reporting and making remittance to OPERS, report that the public employees’ contribution for each person subject to this “pick up” has been made as provided by the statute. Therefore, contributions, although designated as employee contributions, are employer-paid, and employees do not have the option to receive the contributions directly. All contributions are paid by the employer directly to the plan.

**SECTION 2:** The “pick up” by Blendon Township provided by this resolution shall apply *to all persons* that are employees of the Blendon Township who are or become contributing members of OPERS.

**SECTION 3:** The Township’s method of payment of salary to employees who are participants in OPERS is hereby modified as provided in Section 4, in order to provide for a salary reduction, pick up of employee contributions to OPERS.

**SECTION 4:** The total salary for each employee shall be the salary otherwise payable under Blendon Twonship. The total salary of each employee shall be payable by the Township in two parts: (a) deferred salary and (b) cash salary. An employee's deferred salary shall be equal to that percentage of that employee's total salary which is required from time to time by OPERS to be paid as an employee contribution by that employee and shall be paid by the Blendon Township to OPERS on behalf of that employee as a pickup and in lieu of the OPERS employee contribution otherwise payable by that employee. An employee's cash salary shall be equal to that employee's total salary less the amount of the pickup for that employee, and shall be payable, subject to applicable payroll deductions, to that employee. The Blendon Township shall compute and remit its employer contributions to OPERS based upon an employee's total salary. The total combined expenditures of the Township for such employees' total salaries payable under applicable Blendon Township policies and the pick-up provisions of this resolution shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

**SECTION 5:** The Fiscal Officer is hereby authorized and directed to implement the provisions of this resolution to institute the "pick up" of the statutorily required contributions to OPERS for those persons reflected in Section 2 herein so as to enable them to obtain the result in federal and state tax deferments.

**Adopted, August 21, 2024**



**Jan Heichel, Board Chairperson, Blendon Township**

**Attest:**



**Joann Bury, Fiscal Officer, Blendon Township**