

**TOWN OF ESSEX  
MERIT SERVICE RETIREMENT PLAN  
FOR  
VOLUNTEER FIREFIGHTERS**

**AMENDED AND RESTATED**

**EFFECTIVE AS OF**

**JULY 1, 2011**

## TABLE OF CONTENTS

	<b>Page</b>
SECTION 1 DEFINITIONS.....	2
SECTION 2 PARTICIPATION .....	4
SECTION 3 RETIREMENT DATES .....	5
SECTION 4 AMOUNT OF PENSION.....	6
SECTION 5 VESTING .....	8
SECTION 6 OPTIONAL FORMS OF PENSION AFTER RETIREMENT .....	9
SECTION 7 PAYMENT OF PENSIONS.....	11
SECTION 8 RETIREMENT BOARD .....	12
SECTION 9 MISCELLANEOUS PROVISIONS.....	14
APPENDIX A ESSEX FIRE ENGINE COMPANY, NO. 1 .....	16
APPENDIX B REPORTING OF CREDITED SERVICE .....	18

**TOWN OF ESSEX  
MERIT SERVICE RETIREMENT PLAN**

**Amended and Restated Effective as of July 1, 2011**

The Town of Essex established a Plan for providing retirement benefits for eligible volunteers of Essex Engine Fire Company, No. 1 effective July 1, 1993. The provisions of this Plan apply solely to a Volunteer whose service with the Town terminates on or after the Effective Date of the Plan. It is intended that the Plan is to be exempt from the provisions of Section 457 of the Internal Revenue Code of 1986, as amended ("Code") pursuant to Section 457(e)(11)(B) of the Code. The Plan is amended and restated effective July 1, 2011 as provided in this document.

## **SECTION 1 DEFINITIONS**

As used herein, the words and phrases below shall have the following meanings:

1.1. "Accrued Benefit" means that annual retirement pension payable to a Participant as of any point in time as computed in Section 4.

1.2. "Actuarial Equivalent" means a benefit of equivalent value when computed on the basis of the U.P. 1984 Mortality table and an eight percent (8%) pre and post-retirement interest assumption.

1.3. "Annuity Starting Date" means the first day of the first period for which an amount is received as an annuity.

1.4. "Break-In-Service" means a calendar year during which a Participant does not accumulate the minimum point requirement as outlined in Appendix A.

1.5. "Code" means the Internal Revenue Code of 1986, as amended from time to time.

1.6. "Disability" means a participant who is totally and permanently disabled at any time, which disability results in his receiving a simultaneous disability pension under the Federal Social Security Act, as from time to time amended, and the applicable regulations thereunder.

1.7. "Effective Date" means July 1, 1993, except that this amended and restated Plan will be effective July 1, 2011.

1.8. "Participant" means a Volunteer who is eligible to be and becomes a Participant pursuant to the provisions of Section 2 hereof.

1.9. "Plan" means the Town of Essex Merit Service Retirement Plan.

1.10. "Plan Year" means the twelve (12) month period commencing each July 1 and ending the following June 30.

1.11. "Point" means a unit credit in accordance with the method explained in Appendix A hereto.

1.12. "Retirement" or "Retire" means a Volunteer's complete withdrawal from qualifying service as a Volunteer with the Town on or after, in the case of Normal Retirement Date, one of the retirement dates specified in Section 3.

1.13. "Retirement Board" means the administering body appointed pursuant to Section 8.1.

1.14. "Town" means the Town of Essex.

1.15. "Trust" means the fund known as the Town of Essex Merit Service Retirement Trust, maintained in accordance with the terms of the trust agreement, as amended from time to time, which constitutes a part of the Plan.

1.16. "Trustee" means the individuals or corporation appointed by the Board of Selectmen to administer the Trust.

1.17. "Volunteer" means any individual who is performing firefighting, administration, prevention, public relations, or emergency medical and rescue services and other related duties for the Town and who is an active member of Essex Fire Engine Co. #1.

1.18. "Year of Credited Service" means a calendar year during which a Participant satisfies the minimum Point requirement as provided in Appendix A.

1.19. "Year of Eligibility Service" means the satisfaction of the Point requirement by a Volunteer during the twelve (12) consecutive month period beginning on the Volunteer's service or return to service commencement date, or in any subsequent calendar year (commencing with the calendar year which includes the anniversary date of such Volunteer's service or return to service date).

1.20. "Year of Vesting Service" means:

(a) For all calendar years prior to the Effective Date, the number of years credited for each Participant's past service as determined by the Essex Fire Engine Co. #1 as outlined in Appendix A; and

(b) For all calendar years subsequent to the Effective Date, a calendar year during which a Participant satisfies the minimum Point requirement as provided in the attached schedule and is a Volunteer on the last day of the calendar year.

1.21. Wherever used in this Plan, the masculine pronoun shall be deemed to include the feminine and the singular shall include the plural.

## **SECTION 2 PARTICIPATION**

2.1. Each Volunteer shall become a Participant in the Plan as of the July 1<sup>st</sup> following the date on which he has completed one (1) Year of Eligibility Service.

2.2. A Participant shall file such information as the Retirement Board shall require in order to establish and/or maintain a Volunteer's eligibility for a benefit under this Plan.

2.3. A Participant shall cease to be a Participant only as follows:

(a) If he incurs five consecutive Breaks-In-Service prior to becoming vested in his benefits in the Plan;

(b) If he dies prior to Retirement; or

(c) If he Retires under this Plan.

2.4. If a non-vested Participant incurs a Break-In-Service in any calendar year, and later becomes a Participant in the Plan, then for purposes of vesting and credited service his pre-break Years of Vesting Service and Years of Credited Service shall be combined with his post-break Years of Vesting and Years of Credited Service if either (i) his pre-break Years of Vesting Service or Years of Credited Service, as the case may be, equals or exceeds the number of consecutive Break-In-Service years or (ii) the number of consecutive Break-In-Service years is less than five (5).

**SECTION 3**  
**RETIREMENT DATES**

3.1. Normal Retirement Date: A Participant's Normal Retirement Date is the date upon which he has (a) attained age sixty-five (65) and (b) has a minimum of ten (10) Years of Vesting Service.

3.2. Disability Retirement Date: A Participant's Disability Retirement Date is the Date upon which he (a) incurs a Disability, (b) has attained age fifty-five (55), and (c) has completed at least ten (10) Years of Credited Service.

**SECTION 4**  
**AMOUNT OF PENSION**

4.1. A Participant shall not be entitled to payment of his Accrued Benefit until he meets the age and service requirements and has Retired; provided, however, that a Participant who has attained the requirements to receive a benefit upon his or her Normal Retirement Date may elect to commence distributions prior to retiring as provided in Section 4.4.

4.2. Normal Retirement Pension. The monthly normal retirement pension payable for the Participant's life commencing at his Normal Retirement Date shall be determined pursuant to (a) and (b) below:

(a) PAST SERVICE: \$15.00 per month for each Year of Credited Service prior to the Effective Date, not to exceed fifteen (15) years; plus

(b) FUTURE SERVICE: \$15.00 per month for each Year of Credited Service subsequent to the Effective Date, not to exceed thirty (30) years.

(c) Notwithstanding the foregoing, no Participant shall receive more than thirty (30) Years of Credited Service.

4.3. Disability Retirement Pension. The amount of Disability Retirement Pension is an amount computed in accordance with the formula in Section 4.2 calculated using Years of Credited Service to a Participant's Disability Retirement Date.

Disability Pension benefits shall be terminated:

(a) If the retired Participant engages in any regular gainful occupation or employment for remuneration or profit (except for purposes of rehabilitation);

(b) If it is determined on the basis of a medical examination that the Participant has sufficiently recovered to return as a Volunteer; or

(c) If the Participant refuses to undergo a medical examination, provided that the Participant may not be required to undergo medical examination more than semiannually.

On and after attainment of age sixty-five (65), the existence of Disability shall not be a factor in determining such Participant's rights under the Plan.

4.4. Early Commencement of Normal Retirement Pension. A Participant who has met the requirements for a Normal Retirement Pension but has not Retired on his Normal Retirement Date may elect to commence to receive the Normal Retirement Pension calculated in the same manner as provided in Section 4.2 commencing on his Normal Retirement Date but with such Normal Retirement Pension reduced by ten percent (10%). A Participant who elects this option shall continue to accrue Years of Credited Service after his Normal Retirement Date but the Participant's benefit shall not be adjusted for such additional service and accruals related thereto

until such Participant Retires. At the time of the Retirement of such Participant, such Participant's Normal Retirement Pension shall be increased to reflect the additional Years of Credited Service earned after the Normal Retirement Date by adding the additional benefit accrued after the Participant's Normal Retirement Date to the benefit which commenced on the Participant's Normal Retirement Date (as reduced as provided above).

**SECTION 5  
VESTING**

5.1. For each Year of Vesting Service, a Participant's non-forfeitable percentage of his of his Accrued Benefit equals the percentage in the following vesting schedule:

<u>Years of Vesting Service</u>	<u>Nonforfeitable Percentage</u>
Less than 10 .	0%
10 or more Years	100%

**SECTION 6**  
**OPTIONAL FORMS OF PENSION AFTER RETIREMENT**

6.1. A Participant shall specify in his initial application to the Retirement Board whether he is applying for a Normal Retirement Pension or Disability Retirement Pension. Unless a Participant is still a Volunteer on or after his Normal Retirement Date, the Participant's Normal Retirement Pension shall commence on his Normal Retirement Date. If a Participant continues as a Volunteer beyond his Normal Retirement Date, except as provided in Section 4.4, benefits shall commence upon his Retirement.

6.2. No final application for a pension shall be accepted unless the Participant specifies in his application one of the following options to be effective as of his Annuity Starting Date. Benefits shall be paid in the form specified in (a) below unless a Participant elects otherwise.

(a) Straight-Life Option: A pension shall be paid to the Participant, after all the conditions of Retirement and eligibility have been satisfied, and continued each month for life with the provision that the last payment on his behalf shall be for the month in which death occurs.

(b) Joint and Full (100%) Survivor Option: An actuarially reduced pension shall be paid to the Participant, after all the conditions of Retirement and eligibility have been satisfied, and continued each month for life with the provision that after his death such reduced pension shall be continued to be paid monthly to his designated beneficiary.

(c) Lifetime Pension with 120 Payments Guaranteed Option: An actuarially reduced pension shall be paid to the Participant after all the conditions of Retirement and eligibility have been satisfied, and continued each month for life with the provision that after his death and before 120 monthly payments have been reduced by the Participant such reduced monthly pension shall be continued to his beneficiary or beneficiaries until the total number of pension payments on behalf of the Participant shall equal 120. In the event the Participant dies within the guaranteed pension payment period without leaving a surviving beneficiary or in the event the beneficiary or beneficiaries survive the Participant but nevertheless all have died within the guaranteed pension payment period, then the Actuarial Equivalent of the then remaining guaranteed monthly payments shall be payable to the estate of the last surviving Participant or beneficiary, as the case may be.

6.3. The following rules and requirements must be met in order for optional forms of pension to be applicable.

(a) If the Joint and Survivor Option is elected, the sex and date of birth of the Participant's designated beneficiary must be stated on the election form, and proof of said date of birth acceptable to the Retirement Board must be submitted within ninety (90) days after the election is filed.

(b) An option election may not be made nor will it be accepted by the Retirement Board, or if accepted it shall become null and void, if the pension to any payee under the selected option would be less than twenty-five dollars (\$25) per month. If the pension benefit under all

options is less than twenty-five dollars (\$25) per month, then in lieu of any such payments, the Actuarial Equivalent of such Participant's Accrued Benefit shall be payable in a single lump sum payment on the Annuity Starting Date.

(c) If the Participant dies prior to the Annuity Starting Date, or if the Joint and Survivor Option is elected and the Participant's designated beneficiary dies before the Annuity Starting Date, the election shall become null and void. If a Lifetime Pension with 120 Payments Guaranteed Option is elected and the designated beneficiary dies prior to the Annuity Starting Date, the Participant may cancel the option or name a new beneficiary within sixty (60) days.

(d) The election under Section 6.2 may be cancelled or modified any time prior to the Annuity Starting Date; thereafter, no change or modification may be made except that, in the case of Lifetime Pension with 120 Payments Guaranteed Option, the designated beneficiary or beneficiaries can be changed at any time.

6.4. Notwithstanding the foregoing, if the Actuarial Equivalent of a Participant's Accrued Benefit does not exceed \$5,000 the Retirement Board shall immediately distribute the Accrued Benefit in lump sum on the Annuity Starting Date.

6.5. Upon the death of a married Participant who has attained age fifty-five (55) and completed ten (10) Years of Credited Service a death benefit shall be paid to his designated beneficiary. The death benefit payable shall be a survivor annuity payable to the Participant's designated beneficiary for life as if the Participant had retired on the first day of the month in which he died with the benefit provided in Section 6.2(b).

6.6. In the case of a married Participant who has not attained age fifty-five (55) but who has completed ten (10) Years or Credited Service who dies, a death benefit shall be paid to his designated beneficiary commencing on the first day of the month following the date the Participant would have attained age fifty-five (55). The death benefit payable shall be a survivor annuity payable to the Participant's designated beneficiary for life as if such Participant had separated from service on the date of death and retired with the benefit provided pursuant to Section 6.2(b) on such date.

6.7. Upon the death of an unmarried Participant who has attained age fifty-five (55) and completed ten (10) Years of Credited Service, a death benefit shall be paid to his designated beneficiary in an amount determined as if the Participant retired on the first day of the month in which he died with the benefit provided in Section 6.2(b).

6.8. In the case of an unmarried Participant who has not attained age fifty-five (55) but who has completed ten (10) Years of Credited Service who dies, a death benefit shall be paid to his designated beneficiary commencing on the first day of the month following the date the Participant would have attained age fifty-five (55). The death benefit shall be a lifetime pension with 120 payments guaranteed as if such Participant had separated from service on the date of death and retired with the benefit provided pursuant to Section 6.2(c) on such date.

## **SECTION 7 PAYMENT OF PENSIONS**

7.1. Each application for any pension under the Plan shall be made in writing on a form provided by Retirement Board and shall be filed with the Retirement Board. No application shall be valid until approved by the Retirement Board. A condition precedent to the payment of any Accrued Benefit under the Plan is the approval of the application by the Retirement Board. The Retirement Board may require any applicant to furnish to it such pertinent information as in its discretion it shall require.

7.2. Pension payments to Participants shall be in monthly installments. Participants shall be entitled to pension payments beginning in the month immediately following Retirement.

7.3. The Retirement Board may require any recipient of a benefit to furnish such pertinent information as it shall require and shall withhold payment of all benefits until such information has been received as provided in Appendix B.

7.4. If the Retirement Board shall find that any person to whom a pension or benefit is payable under this Plan is adjudged incompetent, any payment due him (unless a prior claim shall have been made by a duly appointed guardian, committee or other legal representative) shall be made payable to his duly appointed guardian. Any such payment shall be a complete discharge of any liability under this Plan in respect of the amount of pension or benefit so paid.

7.5. The benefits of each Participant shall not be decreased in the event this Plan merges or consolidates with another Plan or there is a transfer of assets or liabilities to any other Plan. The benefit each Participant in this Plan would (if the Plan then terminated) receive immediately after the merger, consolidation or transfer of assets shall be equal to or greater than the benefit he would have been entitled to receive immediately before the merger, consolidation or transfer of assets (if the Plan had then been terminated).

**SECTION 8  
RETIREMENT BOARD**

8.1. There shall be established a Retirement Board pursuant to Connecticut General Statutes Section 7-450.

(a) The Retirement Board shall consist of at least three (3) but not more than five (5) members appointed by the First Selectman for the purpose of administering the Plan.

(b) Appointment, terms of members. The First Selectman shall appoint members for five-year terms to fill vacancies created by the expiration of terms, provided, however, that each member of the Retirement Board shall continue to serve until his successor in office is appointed. Notwithstanding the foregoing, effective for appointments made and effective in 2010, the First Selectman shall appoint two individuals to serve for a one-year term, two individuals to serve for a three-year term and one individual to serve for a five-year term so that future appointments shall be staggered.

(c) Vacancies. Any vacancy in the Retirement Board shall be filled for the unexpired portion by the First Selectman.

(d) Removal of members. Members of the Retirement Board may be removed from office, for cause, after hearing, by the First Selectman.

8.2. It shall be the function of the Retirement Board to administer this Plan to the extent set forth herein. The Retirement Board shall meet at such times and places as may be agreed upon by its members for the expeditious transaction of business. There shall be required to be present at any meeting of the Retirement Board a majority of its members. Written and approved minutes of each meeting shall be kept by the Retirement Board. Decisions of the Retirement Board shall be made by a majority of the votes cast. The Retirement Board shall serve without compensation. The expenses of any expert or advisor selected by the Retirement Board shall be borne by the Town unless paid from the Plan. The Retirement Board and any member thereof shall be entitled to rely upon the correctness of any information furnished by the Town's records. Neither the Retirement Board nor any of its members nor any official of the departments shall be liable because of any act, or failure to act, on the part of the Retirement Board or any of its members to any person whatsoever, except that nothing herein shall be deemed to relieve any such individual from liability for his own fraud or bad faith.

8.3. The Retirement Board shall have the powers and duties with respect to the following matters or as specifically set forth elsewhere herein:

(a) To prescribe procedures to be followed by Volunteers in filing applications for benefits, and for the furnishing of evidence necessary to establish Volunteers' rights to such benefits.

(b) To make determinations as to the rights of any Volunteer applying for or receiving retirement benefits, and to afford any such individual dissatisfied with any such determination the right to a hearing.

(c) To adopt procedures for the establishment of the date of birth and Years of Credited Service of Volunteers, and after affording a Volunteer an opportunity to make objection with respect thereto, to establish such service conclusively in advance of retirement.

(d) To obtain from the Town, from the Essex Fire Engine Co. #1 or from the Volunteers such information as shall be necessary for the proper administration of benefit provisions of the Plan.

(e) To prepare and distribute information explaining the Plan.

(f) To construe this Plan as it affects the Volunteers and to establish such rules, regulations, and policies as may be necessary to carry out the provisions of this Plan; providing such rules, regulations, and policies shall in no way discriminate among the Volunteers.

(g) To appoint an investment advisor/consultant to assist the Retirement Board in the investment or reinvestment of any or all available funds and/or may invest or reinvest any or all available funds with an appropriate investment agency.

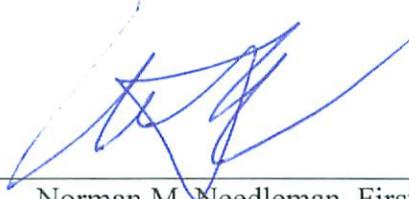
8.4. The Retirement Board shall have no power to add to or subtract from, or modify, any of the terms of this Plan, or to change or add to any benefit except as provided by this Plan, or to waive or fail to apply any requirement of eligibility for a benefit under this Plan. If the Retirement Board shall find that it has no power to rule on a particular case referred to it, it shall make a determination to that effect and shall make no other ruling with respect to such case. No ruling or decision of the Retirement Board on any one case shall create a basis for any adjustment in any other case. In making any ruling or decision, the Retirement Board shall act in such a way as not to discriminate in favor of any Volunteer or Volunteers or class or classes of Volunteers. There shall be no appeal from any ruling by the Retirement Board which is within its authority. Each such ruling shall be final and binding on any applicant, on the Town and on the Retirement Board.

**SECTION 9**  
**MISCELLANEOUS PROVISIONS**

- 9.1 The Town expressly reserves the right to amend, modify, suspend, or terminate the Plan by action of its voters at a duly called town meeting. No such action shall adversely affect the benefits of the Volunteers already retired and securing such benefits.
- 9.2 Rights and interest in plan. This Plan has been established for the exclusive benefit of the Participants and their beneficiaries. Except after the satisfaction of all liabilities under this Plan, no funds contributed to or held by the trustee hereunder shall at any time revert to, or be used or be enjoyed by, the Town, nor shall any such funds or assets at any time be used other than for the benefit of the participants or their beneficiaries. After the satisfaction of all liabilities under this Plan, any excess funds shall revert to the Town.
- 9.3 Obligation or town to retain volunteer firefighter. Participation hereunder shall not give any Participant the right to be retained in the service of the Town nor shall it confer on any Participant or beneficiary any other right or interest in the Plan other than that which is herein provided.
- 9.4 Satisfaction of claims. Any payment to any Participant, or to his legal representative or beneficiary, in accordance with the provisions of this Plan, shall to the extent thereof be in full satisfaction of all claims hereunder against the trustee, the Retirement Board, and the Town, any of whom may require such Participant, legal representative or beneficiary, as a condition precedent to such payment, to execute a receipt and release therefore in such form as shall be determined by the Retirement Board.
- 9.5 Transfer or alienation of rights. No benefits under this Plan shall be subject in any manner to be anticipated, alienated, sold, transferred, assigned, pledged, encumbered or changed, and any attempt to so anticipate, alienate, sell, transfer, assign, pledge, encumber or change the same shall be void; nor shall any such benefits in any manner be liable for or subject to the debts, contracts, liabilities, engagement or torts of the person entitled to such benefits as herein provided for him.

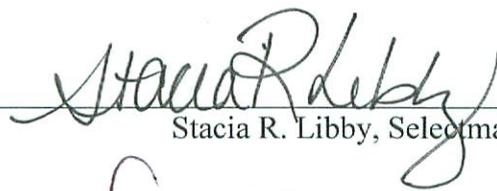
Dated at Essex, Connecticut as of this 3<sup>rd</sup> day of October, 2012

TOWN OF ESSEX



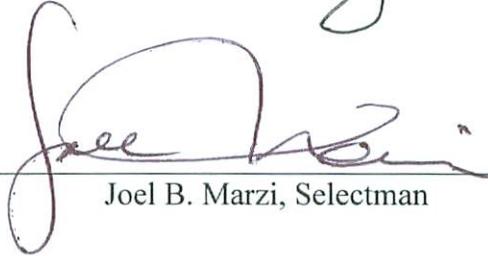
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Norman M. Needleman, First Selectman



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Stacia R. Libby, Selectman



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Joel B. Marzi, Selectman



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F. Ellen Whaley, Retirement Board Chairman

**APPENDIX A  
ESSEX FIRE ENGINE COMPANY, NO. 1**

**Volunteers Since 1833**

**P.O. Box 786  
Essex, Connecticut 06426**

**POINT SYSTEM  
Revised January 1991**

Point System: The following Point System shall be used for the purpose of determining whether a member shall be an active or inactive member of the Company. As per the nature of their Position, the Treasurer, Recording Secretary and the Company Chaplain(s) shall be exempt from the Point System and shall receive both the Retention Retirement Benefit and The Annual Property Tax Exemption Benefit. In addition, all members of the Company must have a current physical as required by the Company's Standard Operating Guidelines.

Only active senior members of the Company shall be allowed to hold office, allowed to vote at meetings or take any active part in the business meetings of the Company. Inactive members may take part in discussions at the discretion of the Chief. Any inactive member's social privileges may be regulated by a majority vote of the members present at any regular meeting.

Members of the Company shall be required to earn a minimum number of points based on years of active service each calendar year as listed below in order to maintain active status.

1.	1 to 10 years	50 points
2.	10 to 20 years	40 points
3.	20 to 30 years	30 points
4.	30 to 40 years	20 points
5.	over 40 years	0 points

Points may be accumulated in the following manner:

1 point	meetings
1 point	drills
1 point	calls
1 point	work details
1 point	community events

In addition to the point requirements of Section 3b and 3c, Members must accumulate a percentage of points as set forth by the Company's Standard Operating Guidelines.

The point system shall be administered by the Membership Committee. The Membership Committee shall notify members that did not accumulate the minimum number of points that they have been placed on the inactive list prior to the January meeting in writing. Members with extraordinary circumstances may request for an exception by notifying the Membership Committee in writing and the Membership Committee shall make recommendation to the

Company no later than the March meeting at which time a two-thirds vote of the members present shall be required to be reinstated as an active member. In addition, an inactive member will be required to do a minimum of 25 points plus attending three drills by the June meeting. If the requirements are met by the June meeting they may be reinstated by a two-thirds vote of the members present as an active member. If the requirements are not met the member will be dropped from the Company rolls. The Membership Committee shall make a determination of vested service as it related to the Essex Fire Engine Company, No. 1 Pension Plan and Tax Abatement. Credit for vested service may only be given to members that make the required number of points unless an exception is granted for medical reasons. The Membership Committee shall make a recommendation to the Company on the granting of an exception without disclosing confidential information, a majority vote at a regular meeting shall so grant him. The member may address the Company at his sole discretion.

**APPENDIX B**  
**REPORTING OF CREDITED SERVICE**

Frequency – A designated member of the Essex Fire Engine Company, No. 1 Membership Committee shall prepare and submit Credited Service information to the designated Plan Administrator at the Essex Town Hall on a monthly basis.

Information Required – The report shall be in a format mutually agreed upon by the Essex Fire Engine Company, No1 and the Retirement Board and shall include, at a minimum, the following information:

Designate month to which report applies

For each member listed

Name of Active Participant

Date of participation (as determined under paragraph 2.1)

Number of minimum points required based on years of active service

Number of points earned for the month

Number of points earned YTD

An annual summary report of earned points total for each participant will be prepared and submitted by the Membership Committee following calendar year end. This report will be shared with the Assessor's Office relating to the Tax Exemption for Volunteer Firefighters.

**AMENDMENT NO. 1  
TO THE  
TOWN OF ESSEX  
MERIT SERVICE RETIREMENT PLAN  
FOR  
VOLUNTEER FIREFIGHTERS**

The Town of Essex Merit Service Retirement Plan for Volunteer Firefighters (the "Plan") is hereby amended, effective September 5, 2012 as follows:

I.

Section 4.2 of the Plan is amended by substituting "\$16.65" for "\$15.00" wherever such terms are used in the Section.

II.

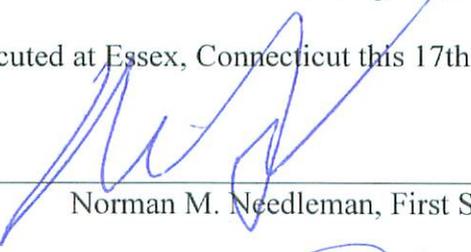
Section 4.2 of the Plan is amended by adding the following new paragraph (d) at the end thereof:

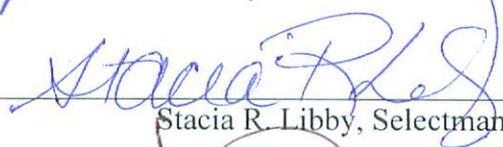
(d) Notwithstanding any provision contained in the Plan to the contrary, the \$16.65 per Year of Credited Service formula shall apply to all Participants who have retired prior to the effective date of such amendment and their benefits shall be increased accordingly effective as of November 1, 2012.

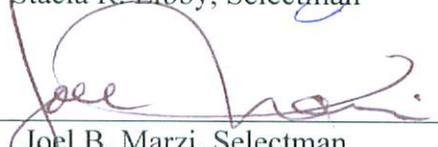
III.

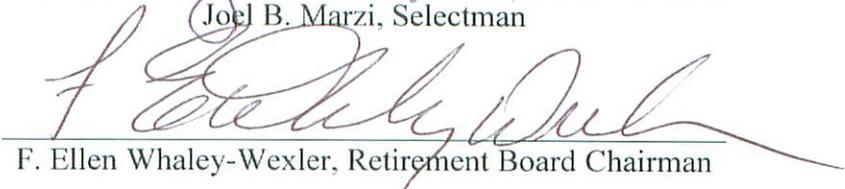
If there shall be any inconsistency between the provisions of this Amendment No. 1 and the provisions of the Plan, this Amendment No. 1 shall govern.

Amendment No. 1 executed at Essex, Connecticut this 17th day of October, 2012.

  
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Norman M. Needleman, First Selectman

  
\_\_\_\_\_  
Stacia R. Libby, Selectman

  
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Joel B. Marzi, Selectman

  
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F. Ellen Whaley-Wexler, Retirement Board Chairman