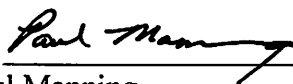


3. The above shall be applicable and the County agrees to pay the “employer cost” as set forth in paragraph 2 above if, and only if, the applicable employee requests the same from RSA and the County on or before September 30, 2019.

Notwithstanding anything to the contrary, any employee acting in good faith who through no fault of their own inadvertently fails to participate exclusively as a result of an error on the part of the County, RSA or the State of Alabama (if applicable) will be eligible to purchase the time erroneously missed and the County will consider providing the “employer cost” in the same but for only such time as the employee was employed in the service of St. Clair County.

ADOPTED and APPROVED this the 12<sup>th</sup> day of March, 2019.

St. Clair County, Alabama

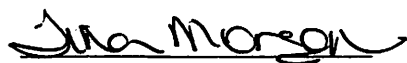
By:   
Paul Manning,  
Chairman

ATTEST:

Tina Morgan,  
Administrator

Resolution 2019 – 16A  
State of Alabama  
St. Clair County

I, Tina Morgan, County Administrator for St. Clair County, Alabama do hereby certify that the above and forgoing is a true and exact copy of that Resolution adopted by the County Commission for St. Clair County, Alabama at a regular meeting held on the 12<sup>th</sup> day of March, 2019 and the same is now of public record pursuant to law.

  
Tina Morgan,  
County Administrator

**RESOLUTION 2019-16A AMENDING THE ST. CLAIR COUNTY COMMISSION  
OPERATIONAL POLICIES**

**RECITALS:**

**WHEREAS**, the County Commission (the “Commission”) for St. Clair County, Alabama (the “County”) has adopted the St. Clair County Commission Operational Policies (the “Policies”) to assist in the operations of the County; and

**WHEREAS**, it becomes necessary from time to time to update and amend the Policies to more effectively and efficiently operate County Government for the benefit of the citizens; and

**WHEREAS**, on Sept. 9, 2014, the Commission passed Policy-54 allowing employees to purchase certain past service time back from the Retirement Systems of Alabama subject to certain parameters and conditions as set forth therein; and

**WHEREAS**, the cost to the County, and thereby to the public, increases the longer an employee waits to purchase back said past service time; and

**WHEREAS**, the Commission desires to conclude the applicability of Policy-54 so as to limit the expense said policy may cause to the County and the public.

**NOW, THEREFORE**, the following policy within the St. Clair County Commission Operational Policies is hereby amended as follows:

Section 1: That Policy -54 is hereby amended to provide as follows:

**RETIREMENT POLICY REGARDING PURCHASING OF PAST SERVICE TIME:**

All eligible employees hired after the date of this policy are required to participate in the Retirement System of Alabama (“RSA”) retirement system.

Any employee who was employed with the County as of March 12, 2019 and was otherwise eligible to participate in the RSA retirement system but failed to so participate shall be allowed to purchase their time of service and the County will pay its “employer cost” related thereto and subject to the below:

1. All service time to be purchased must be time in which the employee was employed by St. Clair County.
2. The County will pay the “employer cost” for no more than three (3) years and three (3) months of service without a showing good cause for a greater participation.