

## **RESOLUTION F18-20**

### **AMENDMENT AND RESTATEMENT OF PICK UP PLAN FOR STATUTORILY REQUIRED CONTRIBUTION TO STATE TEACHERS RETIREMENT SYSTEM**

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 Shawnee State University (the “University”) will be deferred if the University “picks up” (assumes and pays) the contributions statutorily required to be made by such covered employees to the State Teachers Retirement System (STRS); and

WHEREAS, the University would not incur any additional costs in the picking up of such contributions; and

WHEREAS, a STRS pick up plan via salary reduction was approved through Board of Trustees Resolution 84-83, effective July 1, 1983; and

WHEREAS, the University now wishes to amend and restate said pick up plan to comply with Internal Revenue Code Section 414 (h) (2);

NOW, THEREFORE, BE IT RESOLVED that effective September 11, 2020, Shawnee State University agrees to pick up the total amount of employee contributions required by Section 3307.26, Revised Code, to be contributed by all persons that are employees of the University who are or become contributing members of STRS; and

Shawnee State University is permitted to pick up employee contributions pursuant to Section 3307.27, Ohio Revised Code, and Section 414(h)(2) of Internal Revenue Code. These picked-up contributions, although designated as employee contributions, are being paid by Shawnee State University in lieu of employee contributions and shall be treated as mandatory salary reduction from the contract salary otherwise payable to the employee; and

Employees of the University who are or become contributing members of STRS may not opt out of the picked-up contributions or elect to receive the contributed amounts directly instead of having them picked up by Shawnee State University and paid to STRS Ohio.

(September 11, 2020)