

03/22/90

OHIO TURNPIKE COMMISSION

Resolution Amending the Employee Severance
Anticipation Compensation Plan

WHEREAS, by Resolution No. 7-1977 of April 5, 1977, the Commission adopted the Employee Severance Anticipation Compensation Plan ("Severance Plan") in anticipation of the possibility that the Commission at some point in the future might cease to be the operator of the Ohio Turnpike, and employer of those working on the Turnpike, and authorized the chairman and the executive director to enter into agreements to implement said plan; both said resolution and the Severance Plan provided that the plan could be modified and amended from time to time;

WHEREAS, at the time it was adopted it was anticipated that severance aspects of the plan might be implemented prior to this time;

WHEREAS, the amount which has been deposited by the Commission in the Severance Plan over the years exceeds the estimated financial requirements of the Severance Plan which, assuming its severance aspects may be implemented on or about June 1, 1992, is estimated by the comptroller not to exceed \$15 million;

WHEREAS, the Commission continues to incur substantial expenses each year as a result of the resignation in good standing of employees because of payments due and paid to such employees for accrued vacation and sick leave benefits, which payments are similar to payments contemplated under the Severance Plan;

WHEREAS, the Commission finds and determines that a portion of the amount deposited in the Severance Plan, as well as the plan's investment earnings can and should be used to meet its ongoing financial obligations to employees resigning and terminating in good standing as provided in the Commission's Collective Bargaining Agreement and Employee Manual;

WHEREAS, the Commission staff presently is reviewing various incentive retirement "buy-out" programs which, if implemented by the Commission, would result in additional severance-related expenses;

NOW, THEREFORE, BE IT

RESOLVED that the Commission hereby amends the Severance Plan so as to permit amounts exceeding the \$15 million currently estimated as necessary to meet the financial obligations under the Severance Plan to be transferred from time to time to the Revenue Fund of the Commission, and the chairman and the executive director, or either of them, are authorized to approve such transfers and directed to enter into agreements or modifications of agreements in accordance with the provisions of and so as to carry out the terms of this resolution; and

FURTHER RESOLVED that the executive director shall report to the Commission of the anticipated liability of the Commission's Severance Plan for each forthcoming year at such time as the Commission acts on its Preliminary Budget for said year so as to assure that there will be sufficient funds held under the Severance Plan to meet the then anticipated obligations of the Severance Plan.

(Resolution No. 2-1990 adopted March 22, 1990)