

**89. AMENDMENT NO. 3 TO THE RETIREMENT PLAN FOR FULL-TIME
REGULAR EMPLOYEES OF THE CITY OF GROTON, CONNECTICUT
(SEPTEMBER 20, 1993)**

Effective October 1, 1993, Article III, Section 3.2, titled "Participant Contributions" is hereby amended by adding the following new paragraph (c) at the end thereof to read as follows:

"(c) Participant contributions to this plan shall be picked up by the Employer. Such pick up contributions shall be in lieu of Participant contributions. The Employer shall pick up these Participant contributions by an equivalent reduction in the base salary of the Participants. The Participant contributions so picked up by the Employer shall for all purposes (including determining base salary and final average earnings under the Plan) be considered to be included in a Participant's annual base salary and shall for all purposes be treated in the same manner and to the same extent as Participant contributions made prior to October 1, 1993."

Initially approved: August 19, 1993
Finally approved: September 20, 1993