

**SECOND AMENDMENT TO
THE CITY OF ALEXANDRIA FIREFIGHTERS AND POLICE OFFICERS
PENSION PLAN
AMENDED AND RESTATED AS OF JANUARY 1, 2014**

Pursuant to the powers of amendment reserved under Section 12.1 of The City of Alexandria Firefighters and Police Officers Pension Plan as amended and restated effective as of January 1, 2014, (the "Plan"), said Plan shall be and the same is hereby further amended by the City of Alexandria (the "Employer") effective as of July 1, 2026 (or such later date as specified herein) as follows:

FIRST CHANGE

Effective as of July 1, 2027, the Definition of "Early Retirement Date" under Section 1.6 of the Plan is hereby deleted in its entirety and substituted with the following:

Early Retirement Date

"Early Retirement Date" means the first day of the month coincident with or next following the earliest of the date on which a Participant:

(1) completes 25 Years of Credited Service as a Covered Employee, regardless of age,

(2) completes 20 Years of Credited Service as a Covered Employee, provided that the Participant is at least 50 years old. Except as provided in paragraph (3), below, a Participant who completes 20 Years of Credited Service prior to attaining age 50 will reach his or her Early Retirement Date on the first day of the month coincident with or next following the Participant's 50th birthday, provided the Participant is employed on that date, or

(3) completes 20 Years of Credited Service as a Covered Employee, regardless of age, provided the Participant is employed as a Police Officer and holds a rank below captain on his or her last date of employment.

SECOND CHANGE

Section 6.4(a) of the Plan is hereby deleted in its entirety and substituted with the following:

(a) Eligibility For DROP

A Participant who has either (i) completed at least 30 Years of Credited Service as a Covered Employee with an Employment Commencement Date prior to October 23, 2013; or (ii) completed at least 25 Years of Credited Service and is employed as a Firefighter on the Participant's DROP Retirement Date, may voluntarily elect, pursuant to this Section 6.4, to retire for purposes of calculating

his or her Accrued Pension Benefit, continue working as a Covered Employee for a period of up to 3 years, and defer commencement of his or her Accrued Pension Benefit until his or her DROP Retirement Date. The deferred benefit will be credited to the Participant's DROP Account and credited with interest in accordance with Section 6.4(e). In order for the DROP Election to be effective, the eligible Participant must complete and execute an election and release on a form supplied by the Administrator, and such election and release must be valid and binding on the Participant in accordance with its terms.

A Participant who does not elect to participate in the DROP in accordance with the provisions of this Section 6.4 when first eligible, may elect to participate at any time thereafter prior to his or her Termination Date or Disability Retirement Date.

THIRD CHANGE

Section 6.4(h)(1) of the Plan is hereby deleted in its entirety and substituted with the following:

(h) Amount of Benefit Accruals and Cessation of Employee Contributions

- (1) The Participant shall not be required to make any Employee Retirement or Disability Contributions with respect to Compensation earned on or after the DROP Effective Date, unless the Participant is employed as a Firefighter with at least 25 Years of Credited Service on said Participant's DROP Effective Date, in which case such Participant must continue making employee contributions until Participant's last date of employment with the City.

FOURTH CHANGE

The Definition of "Required Beginning Date" under Section 1.6 of the Plan is hereby deleted in its entirety and substituted with the following:

Required Beginning Date

"Required Beginning Date" means April 1 of the calendar year following the later of:

- (a) (i) for Participants born before January 1, 1960, the calendar year in which the Participant attains age 73; or
(ii) for Participants born on or after January 1, 1960, the calendar year in which the Participant attains age 75, and
- (b) the calendar year in which the Participant retires from employment with the City.

FIFTH CHANGE

Section 7.4(a)(2)(i) of the Plan is hereby deleted in its entirety and substituted with the following:

- (2) Death of Participant before Distributions Begin.** If the Participant dies before distributions begin, the Participant’s entire interest will be distributed, or will begin to be distributed, no later than as follows:

(i) If the Participant’s surviving spouse is the sole designated Beneficiary, then subject to Section 7.4(a)(2)(v) below, distributions to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained age 73 (or such later age as may be prescribed be prescribed under section 401(a)(9) of the Code), if later.

IN WITNESS WHEREOF, the City of Alexandria has caused this Second Amendment of the Plan to be executed by its City Manager on this day of _____, 2026.

CITY OF ALEXANDRIA

James F. Parajon, City Manager