

**SECOND AMENDMENT TO
THE CITY OF ALEXANDRIA SUPPLEMENTAL RETIREMENT PLAN,
AS AMENDED AND RESTATED EFFECTIVE AS OF JANUARY 1, 2014**

Pursuant to the powers of amendment reserved under Section 14.1 of The City of Alexandria Supplemental Retirement Plan, as amended and restated effective as of January 1, 2014 (the “Plan”), said Plan shall be and the same is hereby amended by the City of Alexandria, Virginia (the “City”), effective January 1, 2019.

FIRST AND ONLY CHANGE

Amend paragraph (b) of the Addendum to read as follows:

(b) **Single Sum Payment After January 1, 2018 for Current Employees:**

With respect to the Accrued Benefit of a Participant whose Employment Commencement Date was before May 4, 2017, effective for distributions made on or after January 1, 2018:

- i. Five percent (5%) for distributions made during calendar year 2018,
- ii. The greater of five and one-half percent (5.5%) or the annual rate of interest on 30-year Treasury securities for the second calendar month preceding the Plan Year in which the distribution is made for distributions made during calendar year 2019,
- iii. The greater of six percent (6%) or the annual rate of interest on 30-year Treasury securities for the second calendar month preceding the Plan Year in which the distribution is made for distributions made during calendar year 2020,
- iv. The greater of six and one-half percent (6.5%) or the annual rate of interest on 30-year Treasury securities for the second calendar month preceding the Plan Year in which the distribution is made for distributions made during calendar year 2021,
- v. The most recent assumed rate of return approved by the Board to determine Plan funding on or before the first day of the Plan Year in which the distribution is made for distributions made on or after January 1, 2022 (which rate may change from time to time in accordance with the determination the Board).

IN WITNESS WHEREOF, the City has caused this Amendment to be executed by its City Manager on this ____ day of _____, 2018.

CITY OF ALEXANDRIA

By: _____
Mark B.Jinks, City Manager