



NOTICE OF PLAN DOCUMENT AMENDMENTS AND AMENDMENTS TO RULES AND REGULATIONS BY THE FIRE AND POLICE PENSION ASSOCIATION OF COLORADO ("FPPA")

On October 9, 2025, the Fire and Police Pension Association ("FPPA") held a public rule-making hearing to consider amendments to the FPPA Rules and Regulations, Colorado Springs New Hire Pension Plan Rules and Regulations, the Statewide Money Purchase Plan Document, and the Multi-Employer 457 Deferred Compensation Plan Document. Public comments were invited on the proposed amended rules and plan documents through October 2, 2025. No comments were received, and the amended rules and plan documents are deemed adopted.

A description of the subjects and issues involved in the proposed rulemaking concerning the **FPPA Rules and Regulations** are as follows:

- Repeal and relocate the definition of Health History Form as the required form to be completed by each Member describing all health conditions that exist as of the Member's date of hire or existed prior to the Member's date of hire.
- Clarify the definition of a part-time employee for purposes of participating in the Statewide Money Purchase Plan and the Death and Disability Plan.
- Clarify contributions should be remitted upon the Member returning from a leave of absence.
- Eliminate member's ability to request a second panel of IME doctors after a denial of an initial disability determination.
- Create an on-duty presumption when the death or disability of a firefighter was caused by certain cancers, if the firefighter underwent physical examination during employment that failed to reveal substantial evidence such condition preexisted employment as a firefighter.
- Update the calculation of substantial gainful activity to be \$47,000 per year, indexed annually at the CPI-W for Members who are on total disability prior to January 1, 2026.
- Clarify for Members who are on total disability on or after January 1, 2026, substantial gainful activity means, generally and in addition to certain factors considered by the DDRC, the Member's earnings on a monthly basis are more than twenty percent of the Members' pre-disability earnings, indexed annually at the CPI-W.
- Require any judicial review of the Board's final decision based on a hearing officer's recommendation be made in accordance with Colorado Rules of Civil Procedure 106(a)(4).
- Codify the Board's resolution delegating authority to approve modifications to old hire plan benefits, made in accordance with C.R.S. § 31-30.5-210, to the Executive Director, Chief Benefits Officer, or Chief Operations Officer.
- Make conforming amendments and correct grammatical errors.

A description of the subjects and issues involved in the proposed rulemaking concerning the **Colorado Springs New Hire Pension Plan Rules and Regulations** are as follows:

- Remove references to vesting under the Statewide Money Purchase Plan.
- Correct a reference of the Statewide Retirement Plan to the FPPA Defined Benefit System.
- Correct references and correct typographical errors.

A description of the subjects and issues involved in the proposed amendments concerning the **Statewide Money Purchase Plan Document** are as follows:

- Repeal remaining references to vesting under the plan.
 - Correct typographical errors.
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A description of the subjects and issues involved in the proposed amendments concerning the **Multi-Employer 457 Deferred Compensation Plan Document** are as follows:

- Clarify that the rights of participants are limited and shall not be construed as giving a participant or other person any legal or equitable right against FPPA except as provided in the Plan.

At the hearing, all interested individuals were given an opportunity to present arguments and evidence concerning the proposed amendments. The Board adopted Resolution Nos. 2025-05, 2025-06, 2025-07, and 2025-08 which included the proposed changes and the Statements of Basis, Purpose and Statutory Authority for all proposed amendments. Current versions of the FPPA Rules and Regulations are on file in the FPPA offices, as well as on the FPPA website at www.fppaco.org. If you would like a copy of the amended rules, please contact the FPPA offices at telephone number (303) 770-3772 or 1(800) 332-3772.

Any questions concerning this rulemaking should be directed to Adam Franklin, General Counsel, at telephone number (303) 770-3772.

Dated at Denver, Colorado, this 7th day of November 2025.