

# Revised Fee Announcement, Effective June 2025: Self-Directed Plans

This announcement impacts Members of the following plans:

457 Deferred Compensation Plan

Statewide Retirement Plan: Money Purchase Component

Deferred Retirement Option Plan (DROP)

Statewide Money Purchase Plan

Offering a cost-effective and competitive plan to the participants in FPPA’s Self-Directed plans is very important to us.

The FPPA Self-Directed Plans Committee evaluates the costs associated with administering the self-directed plans for our Members during the prior year and sets the fees for the current year as illustrated below.

2025 Administrative Fees for these Self-Directed Plans	Annual Fee Deduction in Q1 2025	Blended Total Asset-Based Fee for 2025	Blended Quarterly % Deduction in March, June, Sept., & Dec.
457 Deferred Compensation Plan	\$10	0.108%	0.027%
Statewide Retirement Plan: Money Purchase Component	\$10	0.104%	0.026%
Deferred Retirement Option Plan (DROP)	\$10	0.100%	0.025%
Statewide Money Purchase Plan	\$0*	0.000%*	0.000%*

*\* A fee holiday is in place for this plan in 2025, therefore no administrative fee will be deducted from your account in 2025. This is due to the plan having sufficient forfeitures to cover the expected annual administrative costs. The administrative cost for each plan is reviewed annually and the administrative fee is adjusted as necessary.*

If you have any questions regarding this notice, contact FPPA at (303) 770-3772 in the Denver metro area or (800) 332-3772 toll-free nationwide; or by email at [generalbenefits@fppaco.org](mailto:generalbenefits@fppaco.org).



## Fee Structure

The fees charged will vary year to year based on the costs associated with administering each Plan. For 2025, the FPPA Self-Directed Plans Committee approved an annual administrative flat fee of \$10 which will be deducted from each Member's account with a balance during Q1 2025. The total flat fee collected is factored into the analysis completed during the first quarter to determine the Plan's quarterly asset-based percentage fee. In other words, when reviewing the cost to administer the Plan and determining the asset-based fee needed to cover the costs, the amount collected from the annual flat dollar fee was incorporated into the calculation.

## Questions & Answers About the Fee Structure

### **Q1** *What factors make up the cost of administering the Plan?*

In order to offer a high-quality and competitive retirement plan, there are three primary areas where fees or expenses are charged:

1. Recordkeeping services provided by Fidelity (currently 0.070%).
2. FPPA administration services, Plan oversight, and Member education (currently 0.049%).
3. Expenses charged by the underlying mutual funds offered within the Plan (vary by fund). These expenses are known as Expense Ratios. To see the most recent Expense Ratios, refer to the latest Quarterly Performance Update at [FPPAco.org/Fidelity](https://FPPAco.org/Fidelity).

### **Q2** *What are the goals of the fee structure?*

The goals of this structure are to minimize investment management fees at the individual fund level by offering institutional-priced funds with little or no revenue sharing while equitably assessing Plan costs at the individual participant level. We are also working to reduce administrative costs.

### **Q3** *Why is there a flat dollar fee as well as a quarterly asset-based fee?*

Collecting a flat dollar fee provides for administrative efficiency, thus reducing FPPA's overall administrative cost on the de minimis accounts that need to be record kept.

### **Q4** *What will I see on my statement?*

The administrative fee is assessed in two parts. The flat dollar portion is collected annually. The asset-based fee is deducted from each participant account, prorated on a quarterly basis. Both are denoted as fees on your statement. Some participants may not see any fees initially as their Plan may be using monies from employee forfeitures to offset the costs for recordkeeping and administration.

### **Q5** *Will the fee change year to year?*

Yes. The fee charged will vary year to year based on the costs associated with administering each Plan.

### **Q6** *What happens to monies generated from revenue sharing?*

All monies generated from revenue sharing are credited back to the participants on a quarterly basis.

**FPPA is focused on providing a high-quality and transparent retirement plan platform for our Members. These processes will help ensure that the fees charged are equitable and transparent.**



## Defined Contribution (DC) Plan

Under this type of plan, the participant is not promised a set benefit or pension at retirement. Rather, an individual investment account is established in the participant's name, and their final benefits depend on how much is contributed and the rate of return earned by the account's investments. Participants typically direct the investment of their account. The Statewide Money Purchase Plan and the 457 Plan are examples of DC plans.

## Equity Wash Provision

This provision is commonly found in stable value products which stipulates that any transfers made from the stable value fund must be first directed to a "non-competing" fund (typically an equity fund) in the plan for a stated period of time (typically 90 days). After the time period has lapsed, the transferred funds may then be directed to the "competing" fund (such as a money market fund or brokerage window). This provision is intended to reduce interest rate arbitrage by plan participants, thus permitting stable value contract issuers to underwrite the plan without the excessive risk exposure.

## Fire & Police Members' Self-Directed Investments Fund

This fund consists of the assets in the Members' self-directed accounts. These accounts include: DROP, Money Purchase, and the 457 Plan. FPPA's Self-Directed Plans Committee regularly monitors and determines the fund lineup for these accounts.

## Prospectus Gross Expense Ratio – Maximum Allowed by the Prospectus

The percentage of fund assets used to pay for operating expenses and management fees, including sales charges or 12b-1 fees, administrative fees, and all other asset-based costs incurred by the fund, except brokerage costs. Fund expenses are reflected in the fund's net asset value (NAV). It should be noted that the funds offered within the FPPA Plans do NOT have sales charges and, therefore, are not reflected in the expense ratios.

## Prospectus Net Expense Ratio – Actual Amount Investors Pay

The percentage of fund assets, net of reimbursements or waivers, used to pay for operating expenses and management fees, including sales charges or 12b-1 fees, administrative fees, and all other asset-based costs incurred by the fund, except brokerage costs. Fund expenses are reflected in the fund's net asset value (NAV). It should be noted that the funds offered within the FPPA Plans do NOT have sales charges and, therefore, are not reflected in the expense ratios.

*An example of the Net vs. Gross Expense Ratio - XYZ Equity Fund has a stated gross expense ratio in the prospectus of 1.20%, but the Fund's management has elected to waive 0.20% of their fees. Therefore, the Fund has a net expense ratio of 1.00%, which is the expense deducted from the Fund Net Asset Value (NAV).*

## Revenue Sharing

An amount of the Net Expense Ratio that is given back to plan service providers. The revenue sharing is credited back to the participants in the funds on a quarterly basis. It is important to note that this is not an additional fee imposed by the fund, but is a component of the Net Expense Ratio.

*For example, if ABC Small Cap Growth Institutional Fund had an annual net expense of 1.10% and the fund offers revenue sharing of 0.10%, this simply means that the fund is getting 1.10% minus 0.10% or 1.00%. The recordkeeper would receive the 0.10% which they will credit back to the participants in that fund on a quarterly basis.*

## About This Glossary of Terms

Terms defined in this glossary are defined for quick reference and convenience. Definitions or benefits described in this glossary do not supersede the meaning of terms of the benefits as they are used and defined in plan documents or in other documents.