



**Multi-Employer  
457 Deferred Compensation  
Plan Document**

**As of January 1, 2026**

Attached is the official Plan Document for the FPPA Multi-Employer 457 Deferred Compensation Plan. For complete information about plans and benefits administered by FPPA refer to the FPPA website at [FPPAco.org](http://FPPAco.org) or request more information from the address below.

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## Section 1. Definitions

The following terms when used herein shall have the following meaning, unless a different meaning is clearly required by the context.

**1.01 Administrator:** "Administrator" means the FPPA or the entity designated by the FPPA to carry out certain administrative functions of the Plan pursuant to Section 9.02 of the Plan.

**1.02 Adoption Agreement:** "Adoption Agreement" means the agreement between the Employer and the FPPA whereby the Employer adopts and establishes this Plan. Upon execution, this document, along with the Adoption Agreement, constitutes the Plan.

**1.03 Aggregate Account:** The value of all sub-accounts maintained on behalf of a Participant, whether attributable to Employer or Participant contributions.

**1.03.1 Alternate Payee:** "Alternate Payee" means any person who is recognized by a qualified domestic relations order as having a right to receive all, or a portion of, the benefits payable under the Plan with respect to a Participant. The Administrator shall determine whether the domestic relations order meets the qualification criteria of Code Section 414(p).

**1.04 Beneficiary:** "Beneficiary" means a person, persons, or estate entitled to receive benefits under this Plan in the event of the death of a Participant or Alternate Payee.

**1.04.1 Civil Union:** "Civil Union" means a relationship established by two eligible persons pursuant to § 14-15-101, et seq., C.R.S., the Colorado Civil Union Act, that entitles them to receive the benefits and protections and be subject to the responsibilities of spouses, as a matter of state law.

**1.05 Code:** "Code" means the Internal Revenue Code of 1986, as amended.

**1.06 Compensation:** "Compensation" means the total remuneration earned by an employee for personal services rendered to the Employer for the calendar year, including amounts deferred under this Plan and any other deferred compensation plan.

**1.07 Deferral:** "Deferral" means the annual amount of Compensation that a Participant elects to defer receipt of in any taxable year as a pre-tax deferral, Roth contribution, or both, including employer contributions, pursuant to a properly executed Voluntary Salary Deferral Agreement.

**1.08 Deferral Account:** A sub-account maintained for a Participant to hold and account for the contributions which are the proceeds of deferral of compensation from the Employer including any adjustment for earnings and expenses. The sub-account includes a separate account for Designated Roth Contributions.

**1.08.1 Designated Roth Contribution:** "Designated Roth Contribution" means an after-tax contribution by a Participant to the Participant's Deferral Account that is:

(a) Designated irrevocably by the Participant at the time of the Deferral as a Roth Contribution that is being made in lieu of all or a portion of the pre-tax deferrals the Participant is otherwise eligible to make under the Plan; and

(b) Treated by the Employer as includible in the Participant's Includible Compensation at the time the Participant would have received that amount in cash if the Participant had not made a Deferral.

**1.09 Earnings:** The net gain or loss from investments, as reflected by interest payments, dividends, realized and unrealized gains and losses on securities, and other investment transactions of the Plan. In determining Earnings for any period, assets shall be valued on the basis of their fair market value.

**1.10 Effective Date:** "Effective Date" means the date specified by the Employer in the Adoption Agreement on which the Employer adopts the Plan.

**1.11 Eligible Employee:** "Eligible Employee" means any person employed by the Employer as a common law employee whose duties are directly involved with the provision of police or fire protection or any other person employed by the Employer who provides direct support to the Employer's public safety department.

**1.12 Eligible Plan:** "Eligible Plan" means an individual retirement account described in Code Section 408(a), a Roth individual retirement account described in Code Section 408A, an individual retirement annuity described in Code Section 408(b) (other than endowment contract), a qualified trust described in Code Section 401(a), an annuity plan described in Code Section 403(a), an eligible deferred compensation plan described in Code Section 457(b) which is maintained by an eligible employer described in Code Section 457(e)(1)(A), or an annuity contract described in Code Section 403(b), or a SIMPLE IRA described in Code Section 408(p)(1) and Code Section 72(t)(6). The definition of Eligible Plan shall also apply in the case of a distribution to a surviving spouse, or to a spouse or former spouse, who is the alternate payee under a Qualified Domestic Relations Order as defined in Code Section 414(p), including a domestic relations order as allowed by Colorado law. For a non-spouse beneficiary, an Eligible Plan only means an inherited IRA.

**1.13 Employer:** "Employer" means the entity specified in the Adoption Agreement which adopts the Plan for the benefit of its Eligible Employees. Any municipality, fire protection district, county improvement district, or fire authority in the State of Colorado which are instrumentalities of the State of Colorado and are eligible employers described in Code Section 457(e)(1)(A) may become an Employer by executing an Adoption Agreement.

**1.14 Expenses:** The administrative, legal, investment, banking and consulting fees and expenses of the Plan.

**1.14.1 Forms:** Any forms including but not limited to photocopies, printed forms, web forms, and any forms described in the FPPA Rules and Regulations and plan documents.

**1.15 FPPA:** "FPPA" means the Fire and Police Pension Association, a corporate body and political instrumentality of the State of Colorado, which acts as Trustee, custodian, and Administrator of the Plan.

**1.16 Includible Compensation:** "Includible Compensation" means compensation for services performed for the Employer which (taking into account the provisions of Section 457 of the Code and applicable provisions of the Code) is currently includable in gross income as properly reportable on the employee's federal tax form relating to the wage and tax statement.

**1.16.1 Leave of Absence:** "Leave of Absence" includes a military leave of absence and means an absence during which the employee does not receive compensation for one month or more, but less than two years, during which the employee has not been terminated from employment.

**1.17 Normal Retirement Age:** "Normal Retirement Age" means age 72 (or 70 ½ if the Participant was born before July 1, 1949). In no event shall Normal Retirement Age be earlier than the earliest date at which one may retire under the Employer's basic pension plan without the Employer's consent and receive immediate retirement benefits, without incurring an actuarial or similar reduction in benefits. For Participants who attained the age 72 after 2022 and age 73 before 2033, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Participant would have attained age 73. For Members who would have attained age 74 after 2032, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Participant would have attained the age of 75.

**1.18 Participant:** "Participant" means an Eligible Employee or former Eligible Employee who is or has been enrolled in the Plan and who retains the right to benefits under the Plan.

**1.18.1 Partner in a Civil Union or Party to a Civil Union:** "Partner in a Civil Union" or "Party to a Civil Union" means a person who has established a civil union pursuant to § 14-15-101, et seq., C.R.S. For purposes of state law, a partner in a civil union or a party to a civil union is included in any definition or use of the terms "dependent", "family", "heir", "spouse", and any other term that denotes the familial or spousal relationship, as those terms are used throughout Colorado Revised Statutes, Title 31, Articles 30, 30.5, 31, and 31.5, including Member Approved Plan Amendments, and of the Plan Documents and Rules and Regulations adopted thereunder.

**1.19 Plan:** "Plan" means the Model FPPA Deferred Compensation Plan (as of January 1, 1991), as amended and restated from time to time.

**1.20 Plan Year:** "Plan Year" means the twelve-month period beginning January 1 and ending December 31, from and after the Effective Date.

**1.21 Retirement Committee:** A committee selected by the Trustee to carry out the discretionary functions of administering the Plan.

**1.22 Rollover Account:** The sub-account maintained for a Participant to hold and account for the contributions rolled over or directly transferred by a Participant from any other qualified rollover from an Eligible Plan and including any adjustment for earnings and expenses.

**1.22.1 Roth Contribution Account:** "Roth Contribution Account" means a separate account within a Deferral Account in the Plan established that is composed of after-tax contributions made pursuant to section 402A of the Internal Revenue Code, 26 U.S.C. 402A. The Roth Contribution Account shall comply with Code Section 402A and Treas. Reg. Sections 1.457-4 and 1.457-7.

**1.22.2 Self-Directed Plans Committee (SDPC):** "Self-Directed Plans Committee" or "SDPC" means a committee designated by the Trustee to review, evaluate and monitor the Plan document and Plan assets. The SDPC is responsible for recommending and demonstrating compliance with the policies and objectives set forth in the Fund and Plan's governing documents and by the Board; recommending a budget of revenue, expenses, and administrative fees on an annual basis; evaluating and recommending any service providers including the Fund custodian / recordkeeper and any consultants; and recommending the Fund structure with respect to the investment options available to participants. While the Board approves the Fund structure, the Board has delegated responsibility to the SDPC for selecting, monitoring and terminating investment fund options. The SDPC is responsible for reviewing information provided by the Fund's service providers, consultant and fund managers and to take actions or conduct investigations that are deemed appropriate. The SDPC is responsible for communicating Fund implementation details to the Board on a regular basis. The SDPC is accountable to the Board. Standing members of the SDPC will include FPPA's Executive Director, Chief Investment Officer, Chief Operations Officer, and Chief Benefits Officer, or their delegates. The Executive Director may appoint other FPPA staff to the SDPC. The SDPC will meet as needed but at a minimum on a quarterly basis. Minutes of the SDPC will be maintained and distributed to the Board. The SDPC will operate and make decisions by consensus or majority vote of the SDPC voting members.

**1.23 Trustee:** "Trustee" means the FPPA as set forth in the FPPA Multi- Employer Deferred Compensation Plan Trust Agreement.

**1.24 Valuation Date:** "Valuation Date" means the date in which the assets in the Participant's account balance shall be valued. The Plan Administrator or its designee shall value the assets in the Participant's account each business day based on acceptable industry practices. All daily transactions shall be based on that day's closing market values. The value of the Participant's account shall be adjusted in accordance with the daily values.

**1.25 Voluntary Salary Deferral Agreement:** "Voluntary Salary Deferral Agreement" means the agreement between a Participant and the Employer to defer receipt by the Participant of Compensation not yet earned. Such agreement shall state the Deferral amount to be withheld from a Participant's paycheck and shall become effective the first payroll period following the date the Agreement is executed by the Participant and accepted by the Employer. Such agreement shall remain in effect until the Participant revokes or alters the terms of the agreement pursuant to Sections 3.07 or 3.08.

## **Section 2. Participation**

**2.01 Eligibility for Participants:** Each Eligible Employee may become a Participant in this Plan on the first day of the calendar month following the month in which employment commenced as an Eligible Employee and enrollment pursuant to Section 2.02.

**2.02 Enrollment:** Eligible Employees may enroll in the Plan by completing a Voluntary Salary Deferral Agreement. Enrollment shall be effective as soon as administratively feasible after the Participant has entered into the Voluntary Salary Deferral Agreement or at such later date as designated by the Participant.

**2.03 Cessation of Participation:** Participation in the Plan will cease upon distribution of a Participant's entire Aggregate Account balance.

**2.04 Information Provided by the Participant:** Each Employee enrolling in the Plan should provide to the Administrator at the time of initial enrollment, and later if there are any changes, the Participant's employment or contact information and any other requested information. All Participants shall provide the Administrator with any information necessary or advisable for the Administrator to administer the plan including, without limitation, whether the Employee is a participant in any other eligible plan under Code Section 457(b).

### **Section 3. Deferral of Compensation and Rollovers from other Eligible Plans**

**3.01 Individual Accounts:** The FPPA Board of Directors shall create and maintain adequate records to disclose the interest of each Participant, Alternate Payee, or Beneficiary of the Plan. Such records shall be in the form of individual accounts, and credits and charges shall be made to such accounts in the manner herein described. A Participant shall have multiple separate sub-accounts, namely a Deferral Account and one or more Rollover Accounts, as necessary. The maintenance of individual accounts is only for accounting purposes, and a segregation of the assets of the Fund to each account shall not be required. Distribution and withdrawals made from an account shall be charged to the accounts as of the date payment is made.

**3.02 Account Adjustments:** The accounts of Participants, Alternate Payees, and Beneficiaries shall be adjusted in accordance with the following:

(a) Allocation of Earnings: The Earnings will be determined on the fair market value of the assets in the Plan. The Earnings will be allocated according to the Participant's time-weighted pro-rata share of the investment option.

(b) Contributions: Deferred Compensation contributions shall be allocated to the Deferral Account of each Participant not less than monthly, according to the amount that is actually contributed on behalf of each Participant in accordance with Section 3.04.

(c) Expenses: The Expenses of the Plan shall be allocated to and deducted from the Participant Deferral Accounts. Expenses which are incurred as a direct result of the investments held in the Fund shall be deducted from the interest, dividends and net income of the appropriate investment prior to allocating each month's Earnings to Participants. General Expenses shall be deducted from the accounts of all Participants according to the Participant's time-weighted pro-rata share of the Plan. FPPA may also assess a periodic record keeping fee and an administrative fee.

**3.03 Investments:**

(a) Investments: The Board may create and is authorized to offer to each Participant of the Plan, various investment options, including at least three alternatives, each of which is diversified in itself, that allow a Participant a broad range of investments and a meaningful choice between risk and return in the investment of the Participant's Aggregate Account.

(b) Contributions: One hundred percent (100%) of each Aggregate Account may be invested as directed by the Participant in any one or a combination of the designated investment options. If

no investment election is made by the Participant, Alternate Payee, or Beneficiary, all monies will be invested in a balanced fund option designated by the FPPA Board.

(c) Timing of Investment Reallocation: A Participant may redirect the investment of the Participant's Aggregate Account at any time and may reallocate monies in existing funds as may be allowed by the Administrator.

**3.04 Deferral Procedure:** Pursuant to a Voluntary Salary Deferral Agreement, each Participant's Deferral amount shall be deducted from the Participant's paychecks in approximately equal increments throughout the year, unless the participant provides other instructions. Except as provided under Section 3.09, the Deferral amount shall not be included as gross income of the Participant for purposes of federal income tax. Amounts deferred shall be segregated in a Deferral Account.

**3.05 Maximum Deferral:**

(a) Primary Limitation: The Deferral amount in any taxable year may not exceed the lesser of:

- (1) Basic Annual Limitation as indexed pursuant to Code § 457(e)(15); or
- (2) 100% of the Participant's Includible Compensation.

(b) Catch-Up Limitation Contributions:

(1) A Participant may trigger the Catch-up Limitation Contributions as provided by Code §414(v) by electing a Normal Retirement Age pursuant to Section 1.17. The maximum Deferral amount for each of a Participant's last three (3) taxable years ending before attaining Normal Retirement Age, is the lesser of:

- (A) twice the otherwise maximum Deferral amount of §3.05(a)(1); or
- (B) the Participant's Underutilized Limitation amounts as determined by the Administrator or Employer pursuant to Treas. Reg. Section 1.457-4(c)(3).

(2) The Catch-Up Limitation Contribution is available to a Participant only during one three-year period. If a Participant uses the Catch-Up Limitation Contribution and then postpones retirement or returns to work after retiring, the limitation shall not be available again before a subsequent retirement.

(3) Catch-Up Contributions: All Employees who are eligible to make Deferral contributions under this Plan and who have attained age 50 before the close of the Plan Year shall be eligible to make Catch-up Contributions in accordance with, and subject to the limitations of, Code § 414(v), including indexing for inflation. Such Catch-up Contributions shall not be taken into account for purposes of the provisions of the plan implementing the required limitations of Code §§ 402(g) and 415. The Plan shall not be treated as failing to satisfy the provisions of Code §§ 401(k)(3), 401(k)(11), 401(k)(12), 410(b), or 416, as applicable, by reason of the making of such Catch-up Contributions. Catch-up Contributions shall not be made during a Participant's last three years before Normal Retirement Age if the Participant has elected to

make a Catch-up Limitation Contribution pursuant to §3.05(b). Effective January 1, 2025, for the years in which the participant attains ages 60, 61, 62, and 63, the increased limit is the greater of (i) \$10,000 (indexed after 2025) or (ii) an amount equal to 150% of the normal catch-up limit for 2024 (\$11,250 in 2023).

(4) Effective January 1, 2026, for all participants whose wages from the employer sponsoring the plan exceed \$145,000 (indexed after 2024) for the preceding calendar year, catch-up contributions must be made on an after-tax basis. Participants with wages below \$145,000 for the preceding calendar year must be given the option (but are not required) to make catch-up contributions on an after-tax basis.

(c) Multiple Plan Deferral Limitation. If a Participant is or has been a participant in one or more eligible plans within the meaning of Code Section 457(b), then this Plan and all such other plans shall be considered as one plan for the purposes of applying the foregoing limitations of this Section. For this purpose, the Administrator shall take into account any other such eligible plan maintained by an Employer and shall also take into account any other such eligible Plan for which the Administrator receives from the Participant sufficient information concerning participation in such other plan.

**3.06 Minimum Deferral:** A Participant must comply with any minimum monthly deferral requirements, which may be set by the Employer from time to time on a nondiscriminatory basis.

**3.07 Changing Deferrals:** A Participant may change Deferrals with respect to Compensation not yet earned by executing a new Voluntary Salary Deferral Agreement. The change shall be effective the first day of the calendar month following the receipt of the new Voluntary Salary Deferral Agreement by the Employer or at such later time as designated by the Participant.

**3.08 Suspension of Deferrals:**

(a) Voluntary: A Participant may suspend Deferrals by giving the Employer written notice. Following suspension, a Participant may reinstate Deferrals by executing a new Voluntary Salary Deferral Agreement and delivering it to the Employer. Reinstatement is effective the first day of the payroll period following completion of the new Agreement or at such later time as designated by the Participant. Deferral suspensions and resumptions can be made at any time.

(b) Automatic: Deferrals shall automatically be suspended for any month in which there are insufficient monies available to make the entire deduction agreed upon.

(c) The Trustee shall make corrective distributions of annual Deferrals in excess of the applicable limits which are the result of the Plan's failure to apply the maximum limitations. The Trustee may make corrective distributions of annual Deferrals in excess of the applicable limits which are the result from the failure to comply with the individual limitation for a taxable year. Any corrective distribution shall be made, with allocable net income, as soon as administratively practicable after it is determined that the amount would be an excess deferral.

**3.09 Designated Roth Contributions:**

(a) Each Participant may make Designated Roth Contributions; provided, however, that a Participant shall not make a Roth Contribution to the Plan for any Plan Year to the extent such

Roth Contributions combined with any pre-tax deferrals to the Plan would exceed the limitations of Section 3.05.

(1) General Application. This Subsection will apply to Designated Roth Contributions beginning on or after January 1, 2016.

(A) As of the effective date under (1), the Plan will accept elective deferrals designated as Roth Contributions made on behalf of Participants. A Participant's designated Roth Contributions will be allocated to a separate account maintained for such deferrals as described in Section 1.22.1.

(B) Unless specifically stated otherwise, designated Roth Contributions will be treated as Deferrals for all purposes under the Plan.

(2) Separate Accounting. Contributions and withdrawals of designated Roth Contributions will be credited and debited to the Roth Contribution Account maintained for each Participant.

(A) The Plan will maintain a record of the amount of designated Roth Contributions in each Participant's Roth Contributions Account.

(B) Gains, losses and other credits or charges must be separately allocated on a reasonable and consistent basis to each Participant's Roth Contribution Account and the Participant's other accounts under the Plan.

(C) No contributions other than designated Roth Contributions and properly attributable earnings will be credited to each Participant's Roth Contribution Account.

#### **Section 4. Rollovers and Transfers Out of the Plan**

##### **4.01 Plan-to-Plan Rollovers:**

(a) Upon the election of a Participant, an Alternate Payee, or Beneficiary, distribution of all or a portion of the amounts held in the Participant's Aggregate Account upon separation from service which constitutes an eligible rollover distribution, may be rolled over to another Eligible Plan, if the Eligible Plan receiving such amounts provides for the acceptance a plan-to-plan rollover.

(b) For purposes of this Section, an eligible rollover distribution means any distribution of all or any portion of a Participant's Aggregate Account, except that an eligible rollover distribution does not include (1) any installment payment for a period of ten (10) years or more, (2) any distribution made as a result of an unforeseeable emergency, or (3) for any other distribution, the portion, if any, of the distribution that is a required minimum distribution under Code Section 401(a)(9).

##### **4.02 Special Rule for Certain In-Service Transfers:**

(a) If a Participant is also a participant in a tax-qualified defined benefit governmental plan (as defined in Code Section 414(d)) that provides for the acceptance of plan-to-plan transfers with

respect to the Participant, then the Participant may elect to have any portion of the Participant's Aggregate Account Balance (other than Roth contributions) transferred to the defined benefit governmental plan. A transfer under this Section may be made before the Participant has had a separation from service (as defined in Code Section 402(e)(4)(B)(i)(III)).

(b) A transfer may be made under this Section only if the transfer is either for purchase of permissive service credit (as defined in Code Section 415(n)(3)(A)) under the receiving defined benefit governmental plan or a repayment to which Code Section 415 does not apply by reason of Code Section 415(k)(3).

**4.03 Loans:** A Participant may obtain a loan against the Aggregate Account balance. The requirements for Participant loans are as follows:

(a) A Participant is allowed only one outstanding loan against the Participant's Aggregate Account balance. A loan must be repaid in full before a Participant is allowed to obtain another loan.

(b) The amount of the loan may not exceed the lesser of \$50,000 or one-half of the Participant's Aggregate Account balance.

(c) The amount of the loan must be for a minimum amount of \$1,000, and shall be subject to a monthly repayment schedule of level installments at an interest rate of 1% above the Prime rate as determined by the Plan's record keeper or as published by a nationally recognized newspaper that publishes the prime rate on a daily basis; said interest rate shall be as of the date of the loan and interest shall be compounded on a monthly basis.

(d) Loan repayments will be based on level amortization with payments not less frequently than quarterly throughout the repayment period, except in the case of the Participant who is on a bona fide unpaid leave of absence for a period not to exceed one (1) year for leave other than qualified military leave within the meaning of Code Section 414(u). The repayment period of the loan may be from 1 month up to 5 years, with the exception of any loan used by the Participant to acquire any dwelling unit which is to be used as the principal residence of the Participant; in that case the loan period may be from 1 month up to 15 years.

(e) A loan is to be secured by the Participant's Aggregate Account balance, and any outstanding loan balance shall become due and payable at the termination of the Participant's participation in the Plan. If a Participant fails to repay the outstanding loan balance at the termination of participation in the Plan, any loan balance remaining shall be offset against the Participant's Aggregate Account balance.

(f) No deduction is allowed for interest paid or accrued on any loan.

(g) Any loan shall comply with Code Section 72(p), as amended.

The Self-Directed Plans Committee (SDPC) of FPPA is hereby granted the authority to take such actions as necessary to develop processes and procedures to implement the loan requirements as stated in this Section 4.03.

**4.04 In-Plan Roth Conversion:** Conversion of existing pre-tax deferrals into a Participant's Roth Contribution Account will be allowed under the Plan, subject to the following terms:

(a) Effective January 1, 2016, any vested pre-tax deferrals held on behalf of a Participant (other than Designated Roth Contributions) are eligible for direct rollover to the Participant's Roth Contribution Account under the Plan, even if the vested amount is not otherwise distributable (pursuant to Code Section 402A(c)(4)(E)), and the conversion shall be treated as a qualified rollover contribution (within the meaning of Code Section 408A(e)).

(b) A Participant's election under this Subsection shall be subject to reasonable administrative procedures established by the Administrator, Code Section 402A(c)(4), and the Regulations thereunder, and subsequent guidance from the Internal Revenue Service.

(c) The taxable portion of the Participant's Deferrals transferred to a Roth Contribution Account under this Subsection shall be included in the Participant's gross income in the tax year in which the conversion occurs.

(d) The Plan shall provide written information regarding in-plan Roth conversions under this Subsection, for amounts that are otherwise distributable under this Subsection to the extent required by Code Section 402(f).

#### **4.05 Rollovers from Eligible Plan:**

(a) A Participant with an established account who is entitled to receive an eligible rollover distribution within the meaning of Section 4.01(b) from another Eligible Plan may request to have all or a portion of the eligible rollover distribution paid to the Plan. The Administrator may require such documentation from the distributing plan as it deems necessary to effectuate the rollover in accordance with Code Section 402 and to confirm that such plan is an Eligible Plan.

(b) The Plan shall establish and maintain for the Participant a separate sub-account for any eligible rollover distribution paid to the Plan from any Eligible Retirement Plan that is not an eligible government plan under Code Section 457(b). In addition, the Plan shall establish and maintain for the Participant a separate sub-account for any eligible rollover distribution paid to the Plan from any Eligible Retirement Plan that is an eligible governmental plan under Code Section 457(b). Any eligible rollover distribution paid to the Plan shall not be taken into account for purpose of the annual limit on annual deferrals under Section 3.05.

### **Section 5. Time of Benefit Payment**

**5.01 Eligibility for Payment:** Payments from the Plan shall not be made earlier than the calendar year in which the Participant attains age 70-1/2, incurs a Separation from Service, suffers an approved financial hardship that results from an unforeseeable emergency, or qualifies for a distribution under the CARES Act.

(a) Separation from Service: "Separation from Service" means the termination of a Participant's employment with the Employer, due to death, retirement, or other cause, within the meaning of Code Section 402(e)(4)(D)(i)(III).

(b) Unforeseeable Emergency:

(1) Procedure: A Participant may request a withdrawal for an Unforeseeable Emergency by submitting a written request to the Administrator, accompanied by evidence that the Participant's financial condition warrants an advance release of funds and results from an unforeseeable emergency which is beyond the Participant's control. The Administrator shall review the request and determine whether payment of any amount is justified. If payment is justified, the amount shall be limited to an amount reasonably needed to meet the emergency. The Administrator shall determine the amount and form of payment. Any money remaining in the account after an Unforeseeable Emergency shall be distributed in accordance with the provisions of this Plan.

(2) Unforeseeable Emergency Defined: "Unforeseeable Emergency" means a severe financial hardship of the Participant or Beneficiary resulting from an illness or accident of the Participant or Beneficiary, the Participant's or Beneficiary's spouse, or the Participant's or Beneficiary's dependent (as defined in Section 152, and, for taxable years beginning on or after January 1, 2005, without regard to section 152(b)(1), (b)(2), and (d)(1)(B)); loss of the Participant's or Beneficiary's property due to casualty (including the need to rebuild a home following damage to a home not otherwise covered by homeowner's insurance, such as damage that is the result of a natural disaster); or other similar extraordinary and unforeseeable circumstances arising as a result of a natural disaster; or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the Participant or Beneficiary. This includes: (i) the imminent foreclosure or eviction from the Participant's or Beneficiary's primary residence; (ii) the need to pay for medical expenses, including non-refundable deductibles, as well as for the cost of prescription drug medication; (3) the need to pay for funeral expenses of a spouse or a dependent (as defined in section 152, and, for taxable years beginning on or after January 1, 2005, without regard to section 152(b)(1), (b)(2), and (d)(1)(B)) of a Participant or Beneficiary may also constitute an unforeseeable emergency.

Whether a Participant or Beneficiary is faced with an unforeseeable emergency permitting a distribution is to be determined based on the relevant facts and circumstances of each case.

(3) Unforeseeable Emergency Distribution Standard: A distribution on account of unforeseeable emergency may not be made to the extent that such emergency is or may be relieved:

(A) through reimbursement or compensation from insurance or otherwise;

(B) by liquidation of the Participant's assets, to the extent that liquidation itself would not cause severe financial hardship; or

(C) by cessation of Deferrals under the Plan.

Unforeseeable Emergencies shall not include the payment of college tuition or the purchase of a residence.

(4) **Distribution Necessary to Satisfy Emergency Need:** Distributions because of an unforeseeable emergency may not exceed the amount reasonably necessary to satisfy the emergency need (which may include any amounts necessary to pay any federal, state, or local income taxes or penalties) reasonably anticipated to result from the distribution. If a Participant obtains a distribution as a result of an unforeseeable emergency, any distribution shall first come from the Participant's Roth Contribution Account, if applicable.

## **Section 6. Benefit Distributions & Payments**

**6.01 Distribution of Accounts of Former Eligible Employees:** If a Participant who is no longer an Eligible Employee as defined under paragraph 1.11 above has an aggregate account balance of \$1,000 or less, the Trustee may distribute the aggregate account balance to the Participant without receiving any request for distribution.

**6.02 Domestic Relations Order:** Benefits under this Plan may be subject to Domestic Relations Orders as defined by Code Section 414(p), provided they are in compliance with the requirements set forth in C.R.S. § 14-10-113 (6) and are in a form approved by the FPPA. Any distributions made to an Alternate Payee under a Domestic Relations Order shall be made within 120 days of receipt of the Domestic Relations Order by FPPA. An Alternate Payee must withdraw the Alternate Payee's share of all funds from the Plan either as a fixed lump sum or as a percentage of the Participant's account as of the date of the decree. Amounts paid are taxable to an Alternate Payee or may be rolled over to an Eligible Plan held by an Alternate Payee.

**6.03 Forms of Payment:** A Participant, Alternate Payee, or Beneficiary may elect payment in one of the following forms:

(a) **Lump Sum:** A single payment of the entire balance in a Participant's account.

(b) **Installments:** Subject to the limitations of Section 6.04, annual installment payments through the year of the participant's death. At the Participant's election, this annual payment can be made in monthly or quarterly installments over a specified period of time in substantially equal dollar amounts. An election to receive installment payments may be changed by the direction of the Participant, to be effective as soon as administratively practicable after receipt by the Trustee of such written direction.

(c) **Combination:** A lump sum cash payment of a portion of the balance in a Participant's account, with the remainder of the account to be paid in substantially equivalent monthly installments as specified by the Participant. The election of a schedule of installment payments may be changed by the direction of the Participant as provided in paragraph (c) of this Section 6.03.

### **6.04 Minimum Distribution Requirements.**

(a) **General Rules.**

(1) **Latest Commencement Date:** Notwithstanding any other Plan provision to the contrary, benefits for a Participant or Beneficiary shall commence no later than April 1 of the calendar year following the later of the calendar year in which the Participant attains age 72 (or 70 ½ if

the Participant was born before July 1, 1949). For Participants who attained the age 72 after 2022 and age 73 before 2033, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Participant would have attained age 73. For Members who would have attained age 74 after 2032, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Participant would have attained the age of 75. or the calendar year in which the Participant retires.

(2) Effective Date. The provisions of this Section 6.04 will apply for purposes of determining required minimum distributions.

**(3) REPEALED October 15, 2020.**

(4) Precedence. The requirements of this Section 6.04 will take precedence over any inconsistent provisions of the plan.

(5) Requirements of Treasury Regulations Incorporated. All distributions required under this Section 6.04 will be determined and made in accordance with a reasonable and good faith interpretation of Code Section 401(a)(9) and the applicable Treasury Regulations under Code § 401(a)(9).

(6) TEFRA § 242(b)(2) Elections. Notwithstanding the other provisions of this Section 6.04, distributions may be made under a designation made before January 1, 1984, in accordance with § 242(b)(2) of the Tax Equity and Fiscal Responsibility Act (TEFRA) and the provisions of the plan that relate to § 242(b)(2) of TEFRA.

(b) Death of Participant before Distributions Begin. If the Participant dies before distributions begin, and turned age 72 before 2023, the Participant's entire interest will be distributed, or begin to be distributed, no later than as follows:

(1) If the Participant's surviving spouse by marriage is the Participant's sole designated beneficiary, then, 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 72 (or 70 ½ if the Participant was born before July 1, 1949), if later. For Participants who attained the age 72 after 2022 and age 73 before 2033, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Member would have attained age 73. For Participants who would have attained age 74 after 2032, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Participant would have attained the age of 75.

(2) If the Participant's surviving spouse by marriage is not the Participant's sole designated beneficiary, then, distributions to the designated beneficiary will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died.

(3) If there is no designated beneficiary as of September 30 of the year following the year of the Participant's death, the Participant's entire interest will be distributed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

(4) If the Participant's surviving spouse by marriage is the Participant's sole designated beneficiary and the surviving spouse dies after the Participant but before distributions to the surviving spouse begin, this Section 6.04(b), other than Section 6.04(b)(1), will apply as if the surviving spouse by marriage were the Participant.

(5) For purposes of this Section 6.04(b) and Section 6.04(d), unless Section 6.04(b)(4) applies, distributions are considered to begin on the Participant's required beginning date. If Section 6.04(b)(4) applies, distributions are considered to begin on the date distributions are required to begin to the surviving spouse under Section 6.04(b)(1). If distributions under an annuity purchased from an insurance company irrevocably commence to the Participant before the Participant's required beginning date (or to the Participant's surviving spouse before the date distributions are required to begin to the surviving spouse under Section 6.04(b)(1)), the date distributions are considered to begin is the date distributions actually commence.

(c) Required Minimum Distributions During Participant's Lifetime.

(1) Amount of Required Minimum Distribution for Each Distribution Calendar Year. During the Participant's lifetime, the minimum amount that will be distributed for each distribution calendar year is the lesser of:

- (A) the quotient obtained by dividing the Participant's account balance by the distribution period in the Uniform Lifetime Table set forth in § 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's age as of the Participant's birthday in the distribution calendar year; or
- (B) if the Participant's sole designated beneficiary for the distribution calendar year is the Participant's spouse by marriage, the quotient obtained by dividing the Participant's account balance by the number in the Joint and Last Survivor Table set forth in § 1.401(a)(9)-9 of the Treasury Regulations, using the Participant's and spouse's attained ages as of the Participant's and spouse's birthdays in the distribution calendar year.

Required minimum distributions will be determined under this Section 6.04(c) beginning with the first distribution calendar year and up to and including the distribution calendar year that includes the Participant's date of death.

(d) Required Minimum Distributions After Participant's Death.

(1) Death On or After Date Distributions Begin.

- (A) Participant Survived by Designated Beneficiary. If the Participant dies on or after the date distributions begin and there is a designated beneficiary, the minimum amount that will be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the longer of the remaining life expectancy of the Participant or the

remaining life expectancy of the Participant's designated beneficiary, determined as follows:

(i) The Participant's remaining life expectancy is calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

(ii) If the Participant's surviving spouse by marriage is the Participant's sole designated beneficiary, the remaining life expectancy of the surviving spouse is calculated for each distribution calendar year after the year of the Participant's death using the surviving spouse's age as of the spouse's birthday in that year. For distribution calendar years after the year of the surviving spouse's death, the remaining life expectancy of the surviving spouse is calculated using the age of the surviving spouse as of the spouse's birthday in the calendar year of the spouse's death, reduced by one for each subsequent calendar year.

(iii) If the Participant's surviving spouse by marriage is not the Participant's sole designated beneficiary, the designated beneficiary's remaining life expectancy is calculated using the age of the beneficiary in the year following the year of the Participant's death, reduced by one for each subsequent year.

(B) No Designated Beneficiary.

(i) If the Participant dies on or after the date distributions begin and there is no designated beneficiary as of September 30 of the year after the year of the Participant's death, the minimum amount that will be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the Participant's remaining life expectancy calculated using the age of the Participant in the year of death, reduced by one for each subsequent year.

(ii) Unclaimed Accounts or Interests. If, after reasonable efforts by the Plan Administrator or designee, the account or interest of any Participant, Alternate Payee, or Beneficiary remains unclaimed after December 31 of the calendar year containing the fifth anniversary of the Participant's, Alternate Payee's, or Beneficiary's death, any remaining account balance, distributions, or other interest of the Participant, Alternate Payee, or Beneficiary shall revert to the Plan for the purpose of reducing Employer contributions or to pay the expenses of the Plan.

(C) Death before Date Distributions Begin. Participant Survived by Designated Beneficiary. If the Participant dies before the date distributions begin and there is a designated beneficiary, the minimum amount that will be distributed for each distribution calendar year after the year of the Participant's death is the quotient obtained by dividing the Participant's account balance by the remaining life expectancy of the Participant's designated beneficiary, determined as provided in Section 6.04(d)(1).

(D) No Designated Beneficiary. If the Participant dies before the date distributions begin and there is no designated beneficiary as of September 30 of the year following the year of the Participant's death, distribution of the Participant's entire interest to the Participant's estate will be completed by December 31 of the calendar year containing the fifth anniversary of the Participant's death.

- (E) Unclaimed Accounts or Interests. If, after reasonable efforts by the Plan Administrator or designee, the account or interest of any Participant, Alternate Payee, or Beneficiary remains unclaimed after December 31 of the calendar year containing the fifth anniversary of the Participant, Alternate Payee, or Beneficiary's death, any remaining account balance, distributions, or other interest of the Participant shall revert to the Plan for the purpose of reducing Employer contributions or to pay the expenses of the Plan. The unclaimed account shall be reinstated if a successor or beneficiary is later identified, and the successor or beneficiary claims the account or interest.
- (F) Death of Surviving Spouse Before Distributions to Surviving Spouse Are Required to Begin. If the Participant dies before the date distributions begin, the Participant's surviving spouse by marriage is the Participant's sole designated beneficiary, and the surviving spouse dies before distributions are required to begin to the surviving spouse under Section 6.04(b)(1), this Section 6.04(b)(2) will apply as if the surviving spouse by marriage were the Participant.

(e) Participant Deaths After December 31, 2021.

Notwithstanding any contrary provisions, effective for Participant deaths after December 31, 2021, the following distribution provisions shall take effect; provided, however, that such provisions shall be subject to any regulations or other guidance issued under the Setting Every Community Up For Retirement Enhancement Act ("SECURE Act") and the SECURE Act 2.0:

(1) If the Participant dies before the distribution of the entire account (regardless of whether any distributions had begun before the Participant's death) and the Participant has a designated beneficiary:

- (A) The entire account shall be distributed to the designated beneficiary by December 31 of the calendar year containing the tenth anniversary of the Participant's death.
- (B) Notwithstanding paragraph (A), if the designated beneficiary is an Eligible Designated Beneficiary, then the Eligible Designated Beneficiary may elect for the Participant's account(s) to be distributed (A) by December 31 of the calendar year containing the tenth (10th) anniversary of the Participant's death, or (B) beginning no later than December 31 of the calendar year immediately following the calendar year in which the Participant died, over the life of the Eligible Designated Beneficiary or over a period not exceeding the life expectancy of the Eligible Designated Beneficiary. If the Eligible Designated Beneficiary is the surviving spouse, payment under item (B) is not required until the later of December 31 of the calendar year immediately following the calendar year in which the Participant died or December 31 of the calendar year in which the Participant would have attained age seventy-two (72) (age seventy and one-half (70 ½) with respect to a Participant who would have attained age seventy and one-half (70 ½) before January 1, 2020). For Members who attained the age 72 after 2022 and age 73 before 2033, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Member would have attained age 73. For Members who would have attained age 74 after 2032, the Spouse Designated Beneficiary may delay the commencement of benefits until December 31 of the calendar year the Member would have attained the age of 75. If the Eligible Designated Beneficiary does not elect a method of distribution as

provided above, the Participant's account(s) shall be distributed in accordance with item (B).

(C) Upon either (A) the death of an Eligible Designated Beneficiary before distribution of the Participant's entire account or (B) the attainment of the age of majority for an Eligible Designated Beneficiary who is a minor child under subsection (f)(6), paragraph (b) shall no longer apply, and the remainder of the account shall be distributed under paragraph (a).

(2) If the Participant dies before distributions of the account begin and the Participant has no designated beneficiary, the Participant's account under the Plan shall be distributed to the Participant's estate by December 31 of the calendar year containing the fifth (5th) anniversary of the Participant's death. If the Participant dies after distribution of the account begins and the Participant has no designated beneficiary, any remaining portion of the account shall continue to be distributed at least as rapidly as under the method of distribution in effect at the time of the Participant's death.

(3) Any distribution required under the incidental death benefit requirements of Code Section 401(a) shall be treated as distributions required under this subsection (e).

(f) Definitions. The following definitions apply to this Section 6.04.

(1) Designated beneficiary. The Beneficiary under Section 7.01 of the Plan who is the designated beneficiary under Code § 401(a)(9) and § 1.401(a)(9)-4, Q&A-4, of the Treasury Regulations.

(2) Distribution calendar year. A calendar year for which a minimum distribution is required. For distributions beginning before the Participant's death, the first distribution calendar year is the calendar year immediately preceding the calendar year which contains the Participant's required beginning date. For distributions beginning after the Participant's death, the first distribution calendar year is the calendar year in which distributions are required to begin under Section 6.04(b). The required minimum distribution for the Participant's first distribution calendar year will be made on or before the Participant's required beginning date. The required minimum distribution for other distribution calendar years, including the required minimum distribution for the distribution calendar year in which the Participant's required beginning date occurs, will be made on or before December 31 of that distribution calendar year.

(3) Life expectancy. Life expectancy as computed by use of the joint and survivor annuity Table in § 1.401(a)(9)-9 of the Treasury Regulations.

(4) Participant's account balance. The balance of the Participant's Account as of the last valuation date in the calendar year immediately preceding the distribution calendar year (valuation calendar year) increased by the amount of any contributions made and allocated or forfeitures allocated to the Account as of dates in the valuation calendar year after the valuation date and decreased by distributions made in the valuation calendar year after the

valuation date. The account balance for the valuation calendar year includes any amounts rolled over or transferred to the Plan either in the valuation calendar year or in the distribution calendar year if distributed or transferred in the valuation calendar year.

(5) Required beginning date. The latest date for commencement of distributions for a Participant, as determined under Section 6.04(a)(1) of the Plan.

(6) Eligible Designated Beneficiary. A designated beneficiary who, as of the date of the death of the Participant, is: (i) the surviving spouse of the Participant; (ii) a child of the Participant who has not reached the age of majority; (iii) disabled within the meaning of Code Section 72(m)(7); (iv) chronically ill within the meaning of Code Section 7702B(c)(2) (except that the requirements of subparagraph (A)(i) thereof shall only be treated as met if there is a certification that, as of such date, the period of inability described in such subparagraph with respect to the individual is an indefinite one which is reasonably expected to be lengthy in nature); or (v) any other individual who is not more than ten (10) years younger than the Participant. Notwithstanding the preceding, a child described in (ii) above shall cease to be an eligible designated beneficiary as of the date reaching the age of majority.

**6.05 Qualified Federally Declared Disasters Distributions:** A qualified disaster recovery distribution of up to an aggregate \$22,000 may be made within 180 days after the first day of the incident period applicable to a qualified disaster, if the Participant's principal place of residence is within the qualified disaster area and the Participant has sustained economic loss due to the qualified disaster. The Administrator may rely on the Participant's certification that the distribution qualifies under this standard. An amount distributed on this basis is not eligible for rollover. In addition, the distribution is not subject to the 10% early withdrawal penalty tax, is taxed over three years, and can be repaid within three years. An increase in loans, and delayed repayment of loans are permitted during the 180-day period following the first day of the incident period.

**6.06 Domestic Abuse Survivor Distributions:** A distribution of up to the lesser of (i) \$10,000 (indexed) or (ii) 50% of the present value of the participant's accrued benefit. An eligible distribution must be made within the one-year period beginning on any date in which the individual is a victim of domestic abuse by a spouse or domestic partner. An amount distributed on this basis is not eligible for rollover, and can be repaid within three years of the date of distribution.

## Section 7. Beneficiaries

**7.01 Designation:** A Participant shall have the right to designate a Beneficiary, and amend or revoke such designation at any time, in writing. Such designation, amendment or revocation shall be effective upon receipt by the Administrator or its designee.

**7.02 Failure to Designate a Beneficiary:** If no Beneficiary survives the Participant and benefits are payable following the Participant's death, the benefits shall be payable to the Participant's estate.

## Section 8. Amendment and Termination

**8.01 Amendment:** (a) An Employer may not amend this Plan.

(b) No amendment shall divest any Participant of any rights to Deferrals prior to the date of any amendment or amend the Plan so that it is no longer in compliance with the requirements of Code Section 457.

(c) The Trustee may propose an amendment to the Plan at any time by written notice to the Employer at least 30 days before the effective date of the amendment. If the Trustees approve an amendment to the Plan, such amendment shall automatically be effective with respect to the Employer.

**8.02 Termination:** Although the Employer has affiliated with this Plan with a *bona fide* intention and expectation to maintain the Plan indefinitely, the Employer may terminate affiliation with the Plan in whole or in part at any time without any liability for disaffiliation. The Employer shall notify the Trustee in writing of the effective date of disaffiliation with the Plan. Upon disaffiliation with the Plan, all Deferrals shall cease. Any costs incurred by the Trustee associated with the Employer's disaffiliation shall be paid by the Employer. The Trustee shall retain all Deferrals until each Participant attains age 70½, incurs a Separation from Service, incurs an Unforeseeable Emergency, or qualifies for a distribution under the CARES Act, and benefits commence under Sections 5.01 and 6.04(a)(1), in the form determined under Section 6.

## Section 9. Miscellaneous

**9.01 General Duties of the Employer:** The Employer shall make regular periodic payments to the Trustee equal to the amount of its participating Employees' total Deferrals.

**9.02 Duties of the Administrator:** The Administrator shall perform all administrative functions in connection with the Plan, including the maintenance of accounts on behalf of each Participant, the provision of periodic reports on the status of each account and the disbursement of benefits and unforeseen emergency distributions on behalf of the Employer in accordance with the provisions of this Plan. The Administrator shall establish a default investment option and shall direct the investment of any sums held in said option which have not otherwise been invested at the direction of the Participant. The Administrator is hereby granted the authority through the Self-Directed Plans Committee to adopt processes and procedures to allow a Participant to obtain loans against the Participant's Aggregate Account balance, and to establish Roth Contribution Accounts as part of Participants' Aggregate Accounts to accept Deferrals of after-tax contributions and make distributions from such accounts.

The FPPA shall be the Administrator of the Plan, provided, that the FPPA may appoint a third party administrator to perform certain administrative functions. The duties and compensation of any such third party administrator shall be by agreement between the FPPA and third party administrator.

**9.03 Investments:** A Participant or Beneficiary of the Plan may request that Deferrals under the Plan be allocated among available investment options established by the Trustee. The initial allocation request may be made at the time of enrollment. Investment allocation requests shall remain effective with regard to all subsequent Deferrals, until changed in accordance with the provision of this section. A Participant or Beneficiary may change the Participant's allocation request as allowed by the record keeper after earnings have been allocated, by notifying the record keeper. Such changes shall become effective as soon as administratively feasible. While the Trustee intends to invest Deferrals according to the Participant requests, it reserves the right to invest Deferrals without regard to such requests.

**9.04 Ownership of Assets:** All amounts deferred under the Plan and contributed to the fire and police members' deferred compensation fund under the Trust, all property and rights purchased with such amounts, and all income attributable to such amounts, property or rights shall be held for the exclusive purposes of providing benefits to Participants and Beneficiaries and defraying reasonable expenses of administering the Plan and Trust. The FPPA Board of Directors shall be the Trustee of the fire and police members deferred compensation fund and shall have fiduciary duties as determined by applicable law.

**9.05 Limitations of Rights; Employment Relationship:** (a) Neither the establishment of this Plan nor any modification thereof, nor the creation of any fund or account, nor the payment of any benefits, shall be construed as giving a Participant or other person any legal or equitable right against the Employer except as provided in the Plan. In no event shall the terms of employment of any employee be modified or in any way be affected by the Plan.

(b) Neither the establishment of the Plan nor any modification thereof, nor the creation of any fund or account, nor the payment of any benefits, shall be construed as giving a Participant or other person any legal or equitable right against FPPA except as provided in the Plan.

**9.06 Alienation of Benefits Prohibited:** Except for distributions made to alternate payees pursuant to Domestic Relations Orders which comply with the provisions of § 14-10-113(6), C.R.S., and applicable provisions of Code Section 414(p), benefits payable under this Plan shall not be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, charge, garnishment, execution, or levy of any kind, either voluntary or involuntary, prior to actually being received by the person entitled to the benefit under the terms of the Plan, and any attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge or otherwise dispose of any right to benefits payable hereunder, shall be void. The Trust shall not in any manner be liable for, or subject to, the debts, contracts, liabilities, engagements or torts of any person entitled to benefits hereunder.

**9.07 Representations:** In general, distributions from the Plan are includable in the gross income of the Participant or Beneficiary unless the distribution is from a Participant's Roth Contribution Account. However, FPPA does not represent or guarantee that any particular federal or state income, payroll, personal property or other tax consequence will result from participation in this Plan. A Participant should consult with professional tax advisors to determine the tax consequences of participation. Furthermore, the FPPA does not represent or guarantee successful investment of Deferrals, and shall not be required to repay any loss which may result from such investment or lack of investment.

**9.08 Severability:** If a court of competent jurisdiction holds any provisions of this Plan to be invalid or unenforceable, the remaining provisions of the Plan shall continue to be fully effective.

**9.09 Applicable Law:** This Plan shall be construed in accordance with applicable federal law and, to the extent otherwise applicable, the laws of the State of Colorado.

**9.10 HEART Act:**

(a) For purposes of this Rule 9.10, "HEART" means the Heroes Earnings and Assistance Relief Tax Act of 2008.

(b) Effective with respect to deaths occurring on or after January 1, 2007, while a Member is performing qualified military service (as defined in Chapter 43 of Title 38, United States Code), to the extent required by Section 401(a)(37) of the Internal Revenue Code, survivors of a Member in a state or local retirement or pension system are entitled to any additional pension benefits that the Member's pension plan would provide if the Member had resumed employment and then died.

(c) Beginning January 1, 2009, to the extent required by Sections 3401(h) and 414(u)(2) of the Internal Revenue Code, an individual receiving differential wage payments (while the individual is performing qualified military service (as defined in Chapter 43 of Title 38, United States Code)) from an employer shall be treated as employed by that employer and the differential wage payment shall be treated as compensation for purposes of applying the maximum amount which may be deferred under Code Sections 457(b)(2) and 457(b)(3). This provision shall be applied to all similarly situated individuals in a reasonably equivalent manner.

(d) Any voluntary contributions from a member on military leave must be ceased for 6 months following an early distribution by a Member who is performing qualified military service (as defined in Chapter 43 of Title 38, United States Code).

(e) A Member must be on a Leave of Absence to perform qualified military service (as defined in Chapter 43 of Title 38, United States Code) for a minimum of 30 days before a Member is allowed to take an early distribution as provided by the HEART Act.

**9.11 CARES Act:**

(a) For purposes of this Rule 9.11, "CARES" means the Coronavirus Aid, Relief and Economic Security Act of 2020.

(b) Effective on or after January 1, 2020 but before December 31, 2020, or such later date as provided in subsequent legislation and/or regulatory guidance, a coronavirus-related distribution of up to \$100,000 is available to qualified individuals. A qualified individual is an individual who:

- (1) Is diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 (COVID-19) by a test approved by the Centers for Disease Control and Prevention, or
- (2) Has a spouse or dependent (as defined in Code Section 152) diagnosed with SARS-coV-2 or COVID-19 by a test approved by the Centers for Disease Control and Prevention, or
- (3) Experiences adverse financial consequences as a result of the Participant, the Participant's spouse, or a member of the Participant's household (i) being quarantined, furloughed or laid

off or having work hours reduced due to SARS-CoV-2 or COVID-19, (ii) being unable to work due to lack of child care due to SARS-CoV-2 or COVID-19, (iii) having a reduction in pay (or self-employment income) due to such virus or disease, (iv) having a job offer rescinded or state date for a job delayed due to such a virus or disease, (v) being unable to work due to closing or reducing hours of a business owned or operated by the Participant, Participant's spouse, or a member of the Participant's household due to SARS-CoV-2 or COVID-19, or (iv) other factors as determined by the Secretary of the Treasury.

For purposes of this paragraph (b), a "member of the Participant's household" means someone who shares the Participant's principal residence.

(c) The Administrator or its designee may rely on a Participant's certification that one of the above conditions is satisfied in determining whether a distribution is a coronavirus-related distribution.

(d) The Administrator or its designee is responsible for ensuring compliance with the \$100,000 limit only with respect to the retirement plans it and any employer in its controlled group maintains.

(e) A coronavirus-related distribution is not treated as an eligible rollover distribution. Mandatory withholding does not apply, and a 402(f) special tax notice is not required. Accordingly, 10% withholding will apply, unless the Participant elects out of withholding.

(f) Medical and other expenses related to COVID-19 qualify under the Plan's unforeseeable emergency distribution provisions under Section 5.01(b) of this Plan.

(g) If a loan is outstanding on or after March 27, 2020, and any repayment on the loan is due from March 27, 2020, to December 31, 2020, that due date may be delayed under the Plan for up to one year for a qualified individual under Section 9.11(b). Any payments after the suspension period will be adjusted to reflect the delay and any interest accruing during the delay.

(h) A Participant or Beneficiary who would have been required to receive required minimum distributions for 2020 (or paid in 2021 for the 2020 calendar year for a Participant with a required beginning date of April 2, 2021) but for the enactment of Code Section 401(a)(9)(I) ("2020 RMDs"), and who would have satisfied that requirement by receiving distributions that are either 1) equal to the 2020 RMDs or (2) one or more payments in a series of substantially equal distributions (that include the 2020 RMDs) made at least annually and expected to last for the life (or life expectancy) of the participant, the joint lives (or joint life expectancy) of the Participant and the Participant's designated beneficiary, or for a period of at least 10 years ("Extended 2020 RMDs") will not receive those distributions for 2020 unless the Participant or Beneficiary chooses to receive such distributions. For purposes of the direct rollover provisions of the Plan, 2020 RMDs and Extended 2020 RMDs will also be treated as eligible rollover distributions in 2020.

IN WITNESS WHEREOF, the Chair has hereunto affixed his signature this 9th day of October, 2025, effective January 1, 2026.

BOARD OF DIRECTORS OF THE FIRE AND POLICE  
PENSION ASSOCIATION

By: \_\_\_\_\_  
Jason Mantas, Chair