

**THIRD 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, 2020.

FIRST AND ONLY CHANGE

Amend Section 3.2 to read as follows:

3.2 Pick Up Contributions

(a) In the case of a City Employee who commenced participation in the Plan prior to July 1, 2009, the City shall make a Pick-Up Contribution on behalf of such City Employee equal to two percent of his Earnings for periods prior to July 1, 2009. On and after July 1, 2009, except as provided in (c), below, no Pick-Up Contributions shall be required with respect to (i) a City Employee who commenced participation in the Plan prior to July 1, 2009, or (ii) the Sheriff, a deputy sheriff, an emergency medical technician or a fire marshal who commences or re-commences participation in the Plan on or after July 1, 2009 (i.e., the Plan shall be non-contributory with respect to these City Employees).

(b) A City Employee (other than the Sheriff, a deputy sheriff, an emergency medical technician, or a fire marshal) who commences or re-commences participation in the Plan on or after July 1, 2009, shall make Pick-Up Contributions to the Plan equal to two percent of his Earnings for the Plan Year. Such Pick-Up Contribution shall be deducted from the Earnings of such City Employee on a pre-tax basis.

(c) In the case of a deputy sheriff (regardless of when such deputy sheriff commenced or re-commenced participation in the Plan), effective January 1, 2020, the City shall make a Pick-Up Contribution on behalf of such deputy sheriff equal to one and one half percent of his Earnings. Such Pick-Up Contribution shall be deducted from the Earnings of such deputy sheriff on a pre-tax basis.

No Pick-Up Contributions shall be required to be made with respect to a Participant on or after the earliest of (1) the Participant's Employment Severance Date, (2) the date the Participant ceases to be an Employee, or (3) the Participant's Annuity Starting Date.

A Participant other than a deputy sheriff who commenced participation in the Plan prior to July 1, 2009, but reached his Employment Severance Date or ceased to be an

Employee, and who re-commences participation in the Plan on or after July 1, 2009, shall be required to make the Pick-Up Contribution to the extent required under subsection (b) above and shall have the Pick-Up Contribution deducted from his Earnings on a pre-tax basis. Solely for purposes of determining the amount of an employee's Pick-Up Contribution, Earnings shall be determined without regard to the limit on Earnings imposed by Code Section 401(a)(17).

IN WITNESS WHEREOF, the City has caused this Amendment to be executed by its City Manager on this 15 day of January, 2019.

CITY OF ALEXANDRIA

By:  Laura B. Triggs, Deputy City Manager, FOR
Mark Jinks, City Manager