

**FOURTH 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, 2026.

FIRST CHANGE

Amend Section 1.1(ff) to read as follows:

(ff) A Participant’s “**Normal Retirement Date**” means

(1) with respect to a Full-Time Employee who is classified by the City as a Sheriff or deputy sheriff:

(i) for purposes of benefit eligibility, the earlier of the date such Participant (A) attains age 60 with 5 years of Service as a Sheriff or deputy sheriff, or (B) attains age 50 with 25 years of Service as a Sheriff or deputy sheriff, and

(ii) for all other purposes, the first day of the month coinciding with or immediately following such date.

(2) with respect to the Chief of the Fire Department or a Full-Time Employee or who is classified by the City as an emergency medical technician or fire marshal:

(i) for purposes of benefit eligibility, the earlier of the date such Participant (A) attains age 65, or (B) attains age 50 with 25 years of Service as the Chief of the Fire Department or as an emergency medical technician or fire marshal, and

(ii) for all other purposes, the first day of the month coinciding with or immediately following such date.

(3) with respect to all other Full-Time Employees:

(i) for purposes of benefit eligibility, the earlier of (A) the date the Participant attains age 65, or (B) the date the Participant attains age 50 with 30 years of Service, and

(ii) for all other purposes, the first day of the month coinciding with or immediately following such date.

(4) with respect to Part-Time Employees:

(i) for purposes of benefit eligibility, the later of (A) the date the Participant attains age 65, or (B) the fifth anniversary of the Participant's "participation commencement date," and

(ii) for all other purposes, the first day of the month coinciding with or immediately following such date.

SECOND CHANGE

Amend Section 1.1(nn) to read as follows:

(nn) A Participant's "Required Beginning Date" means April 1st following the later of (i) the calendar year in which such Participant terminates employment with the City, or (ii) the calendar year in which the Participant attains the applicable age set forth below:

Birth date	Applicable Age
Before 7/1/1949	70½
7/1/1949 through 12/31/1950	72
1/1/1951 through 12/31/1959	73
1/1/1960 or later	75

THIRD CHANGE

Amend Section 5.1 to read as follows:

5.1 Eligibility

Each Participant who is classified by the City as a Sheriff or deputy sheriff who retires from employment with the City at or after age 50 with 5 or more years of Service, but prior to his Normal Retirement Date, and each other Participant who retires from employment with the City at or after age 55 with 5 or more years of Service, but prior to his Normal Retirement Date, shall be eligible for an early retirement benefit.

FOURTH CHANGE

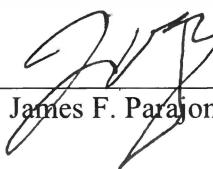
Amend Section 10.6(a)(2)(i) to read as follows:

Attachment 2

(i) If the Participant's surviving Spouse is the sole designated Beneficiary, then subject to Section 10.6(a)(2)(v) below, 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 the applicable age as specified in Section 1.1(nn), if later.

IN WITNESS WHEREOF, the City has caused this Amendment to be executed by its City Manager on this __10__ day of December _____, 2025.

CITY OF ALEXANDRIA

By: 

James F. Parajon, City Manager

Approved as to Form
Assistant City Attorney
Sarah McElveen
12.03.2025