

**FOURTH AMENDMENT TO
THE CITY OF ALEXANDRIA SUPPLEMENTAL RETIREMENT PLAN,
AS AMENDED AND RESTATED EFFECTIVE AS OF JANUARY 1, 2009**

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, 2009 (the "Plan"), said Plan shall be and the same is hereby amended by the City of Alexandria, Virginia (the "City"), effective as of January 1, 2009 (or such other dates as specified herein), as follows:

FIRST CHANGE

All defined terms in Article I (Definitions) shall be capitalized when used in the body of the plan document.

SECOND CHANGE

The first paragraph of Section 1.1(d) (the definition of Actuarial Equivalent) is revised to read as follows:

- (d) The "**Actuarial Equivalent**" of a value means the actuarial equivalent determined using the mortality table adopted by the Administrator in accordance with this Section 1.1(d) and PBGC interest rates used at the beginning of each Plan Year, except that in determining the present value of a Participant's Accrued Benefit under the Plan for purposes of a single sum payment, the interest rate used shall be the annual rate of interest on 30-year Treasury securities for the second calendar month preceding the Plan Year in which the distribution is made, and the mortality table shall be the prevailing commissioners' standard table, described in Code Section 807(d)(5)(A), used to determine reserves for group annuity contracts issued on the date as of which present value is being determined (without regard to any other subparagraph of Code Section 807(d)(5)).

THIRD CHANGE

Section 2.2 of the Plan is hereby retitled “Employment In Another Capacity” and amended to read as follows:

Notwithstanding the foregoing, the determination of a Participant’s Service and Credited Service shall be subject to the following:

- (a) Any person who is employed by the City in a capacity other than as an Employee and who subsequently becomes an Employee shall be credited with Service and Credited Service beginning on the date he becomes an Employee (and his employment with the City prior to the date he becomes an Employee shall be ignored in determining Service and Credited Service under the Plan).
- (b) For purposes of determining Service or Credited Service, any person who ceases to be an Employee and who is subsequently employed by the City in a capacity other than as an Employee (even if he transfers from employment with the City as an Employee directly to other employment with the City in a capacity other than as an Employee), shall be deemed to have terminated employment with the City as of the date he ceases to be an Employee. However, such person shall not be deemed to have terminated his employment as an Employee for other purposes of the Plan until such time as he is no longer in the employment of the City.

FOURTH CHANGE

Section 3.2 Mandatory Employee Contributions is hereby amended to read 3.3 Mandatory Employee Contributions.

FIFTH CHANGE

Section 6.4 is hereby amended by adding the following sentence at the end thereof:

If a Participant with fewer than 30 years of Service at retirement elects, pursuant to Section 8.2(h), to receive a single sum payment of the full present value of his vested Accrued Benefit, as of date any month following the month in which he attains age 55 and prior to his Normal Retirement Date, the amount of such single sum payment shall be equal to the present value of the Participant’s deferred vested benefit commencing on his Normal Retirement Date.

SIXTH CHANGE

Section 8.4 is hereby amended to read as follows:

Subject to the rules prescribed by the Administrator, the Administrator shall provide a Participant with a written description of (i) the terms and conditions of the normal form of payment provided in Section 8.1, (ii) the optional forms of payment provided in Section 8.2, (iii) the Participant's right to elect an optional form of payment and the effect thereof. Effective for plan years after January 1, 2006, distributions under the Plan shall not be paid until at least 30 days (or shorter period as may be permitted by law) but not more than 180 days after a Participant has received all required distribution notice and election forms pursuant to Code Section 402(f).

SEVENTH CHANGE

Section 8.6 is hereby amended to read as follows:

If a Participant who has commenced benefit payments under the Plan resumes employment with the City as an Employee and participation in the Plan, such Participant's benefits shall be suspended in accordance with Section 10.1 and the determination the Participant's future benefit shall be actuarially reduced or offset, if and as necessary, to avoid duplication of any benefits paid with respect to the Participant's prior employment.

EIGHTH CHANGE

Section 15.4 is hereby amended to read as follows:

Notwithstanding any other provision of the Plan to the contrary, contributions, benefits and service credit with respect to qualified military service shall be provided in accordance with Code Section 414(u). A Participant who dies on or after January 1, 2007 while on a leave of absence for qualified military service under the Uniformed Services Employment and Reemployment Rights Act of 1994, as amended, shall be treated as having died while actively employed as an Employee and shall receive additional death benefits (other than benefit accruals), if any.

IN WITNESS WHEREOF, the City has caused this Fourth Amendment to be executed by its City Manager on this ____ day of _____, 2012.

CITY OF ALEXANDRIA

By: _____
Rashad M. Young, City Manager