

**RESOLUTION 16-R-07** regarding amendment and restatement of the governmental money purchase ("401") plan for City of Murfreesboro employees hired on or after July 1, 2010.

**WHEREAS**, the City of Murfreesboro ("City") has employees, hired on or after July 1, 2010, who render valuable services to the City and the community; and,

**WHEREAS**, pursuant to Resolution 10-R-21, the City established a governmental money purchase plan ("401 Plan") with ICMA Retirement Corporation for the benefit of City employees hired on or after July 1, 2010; and,

**WHEREAS**, pursuant to Resolution 10-R-22, the City also established a deferred compensation plan ("457 Plan") with ICMA Retirement Corporation for the benefit of City employees hired on or after July 1, 2010; and,

**WHEREAS**, pursuant to Resolution 10-R-23, the City approved and adopted a contribution formula that enables the City to make contributions to the 401 Plan based on an employee's contributions to the 457 Plan; and,

**WHEREAS**, the terms and conditions of the 401 Plan are set forth in the *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust*, adopted pursuant to Resolution 10-R-21 and amended by Resolution 10-R-23; and,

**WHEREAS**, pursuant to Resolution 10-R-21, the 401 Plan and 457 Plan together constitute the City's Defined Contribution Retirement Plan; and,

**WHEREAS**, the City's Defined Contribution Retirement Plan also serves the City's interest by enabling it to provide reasonable retirement security for its employees, by providing increased flexibility in its personnel management system and by assisting in the retention of competent personnel; and,

**WHEREAS**, the City has determined that the continuance of the Defined Contribution Retirement Plan will serve these objectives; and,

**WHEREAS**, adoption of the proposed *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* (attached hereto as Exhibit A) is necessary to ensure compliance with Internal Revenue Service regulations and continuation of the 401 Plan's qualified status; and,

**WHEREAS**, the proposed Adoption Agreement between the City and ICMA Retirement Corporation (attached hereto as Exhibit B) appoints ICMA Retirement Corporation as the Plan Administrator and further specifies the terms and conditions of the 401 Plan; and,

**WHEREAS**, further amendments to the proposed *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* and the Adoption Agreement are necessary to incorporate prior amendments made by the City to the 401 Plan with respect to: (a) matching contributions made by the City on behalf of employees, (b) the definitions of retirement age and earnings, and (c) the vesting schedule for eligible employees; and,

**WHEREAS**, Section 14.01 of the proposed *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* permits the City to amend the 401 Plan and, implicitly, the Adoption Agreement under which the unique features of the 401 Plan are specified; and,

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MURFREESBORO, TENNESSEE, AS FOLLOWS:**

SECTION 1. The City hereby amends and restates the 401 Plan in the form of *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* (“Exhibit A”).

SECTION 2. Section 4.04 of the *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* is amended to read as follows:

**“Employer Matching contributions of Voluntary Participant Contributions to 457 Plan.** If the Employer so elects in the Adoption Agreement, Employer Matching Contributions shall be made on behalf of an eligible Employee who has made a Participant Contribution to the 457 Plan for that Plan Year. The amount of such Employer Matching Contribution shall be based on the percentage of Earnings which the Participant has voluntarily contributed into the 457 Plan as specified in the Adoption Agreement. Employer Matching Contributions shall be accounted for separately in the Employer Contribution Account.”

SECTION 3. The first sentence of Section IV of the Adoption Agreement (“Exhibit B”) is amended to read as follows:

**“Normal Retirement Age shall be: (1) for Employees who are firefighters or police officers, Employee’s fifty-fifth (55<sup>th</sup>) birthday; (2) for Employees who are at least fifty-five (55) years of age, the date of completing thirty (30) years of full-time employment with Employer; and (3) for all other Employees, Employee’s sixty fifth (65<sup>th</sup>) birthday.”**

SECTION 4. Section V.2 of the Adoption Agreement is amended to read as follows:

“2. The Employer hereby waives or reduces the requirement of a twelve (12) month Period of Service for participation. Employees hired between July 1, 2010 and October 31, 2014, became eligible to participate in the Plan on the first of the month following or coinciding with 90 days of employment. Employees hired on or after November 1, 2014, are eligible to participate in the Plan on the first of the month following or coinciding with 60 days of employment.”

SECTION 5. The Adoption Agreement shall be amended by adding a new subsection VI.2.C, which the City hereby elects:

“C. Variable Employer Match of Voluntary Participant Contributions to 457 Plan. The Employer shall contribute to the Plan a Matching Contribution which shall be allocated to the account of eligible Participants as set forth under Section 4.04 of the Plan. The amount of the Employer’s Matching Contribution shall equal the amount of the whole percentage of Earnings, between 1% and 5%, qualifying for the Matching Contribution.”

SECTION 6. The amendments set forth in Sections 2, 3, 4, and 5 are incorporated and memorialized in an Appendix A to the Adoption Agreement.

SECTION 7. The City declares that the assets of the 401 Plan shall be held in trust, with the City serving as trustee (“Trustee”), for the exclusive benefit of Plan participants and their beneficiaries, and the assets shall not be diverted to any other

purpose. The Trustee's beneficial ownership of the 401 Plan assets held in VantageTrust shall be held for the further exclusive benefit of 401 Plan participants and their beneficiaries.

SECTION 8. The City hereby agrees to serve as Trustee under the 401 Plan.

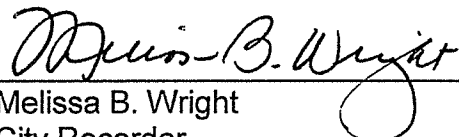
SECTION 7. This Resolution shall be effective immediately upon its passage and adoption, the public welfare and the welfare of the City requiring it.

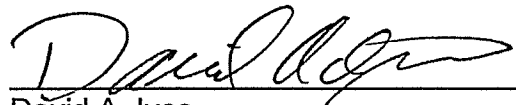
Passed: March 24, 2016

  
\_\_\_\_\_  
Shane McFarland, Mayor

ATTEST:

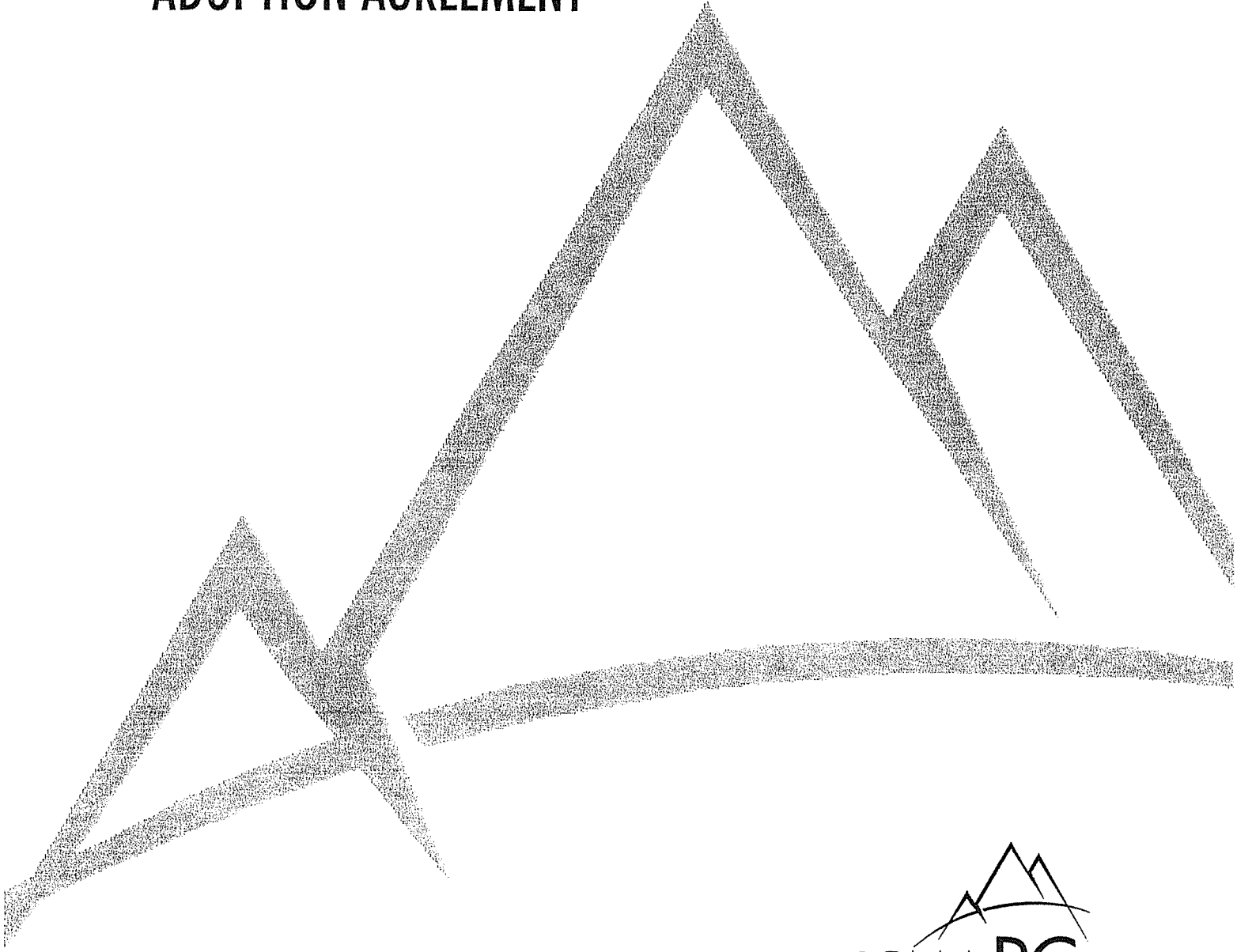
APPROVED AS TO FORM:

  
\_\_\_\_\_  
Melissa B. Wright  
City Recorder

  
\_\_\_\_\_  
David A. Ives  
City Attorney

ICMA RETIREMENT CORPORATION

# GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT



ICMA RETIREMENT CORPORATION  
GOVERNMENTAL MONEY PURCHASE PLAN & TRUST  
ADOPTION AGREEMENT

Plan Number 106895

The Employer hereby establishes a Money Purchase Plan and Trust to be known as CITY OF MURFREESBORO D.C.P.  
(the "Plan") in the form of the ICMA Retirement Corporation Governmental Money Purchase Plan and Trust.

This Plan is an amendment and restatement of an existing defined contribution money purchase plan.

Yes                       No

If yes, please specify the name of the defined contribution money purchase plan which this Plan hereby amends and restates:

CITY OF MURFREESBORO DEFINED CONTRIBUTION PLAN (D.C.P.)

I. **Employer:** CITY OF MURFREESBORO TENNESSEE

II. **Effective Dates**

1. **Effective Date of Restatement.** If this document is a restatement of an existing plan, the effective date of the Plan shall be January 1, 2007 unless an alternate effective date is hereby specified: 7/1/2010

(Note: An alternate effective date can be no earlier than January 1, 2007.)

2. **Effective Date of New Plan.** If this is a new Plan, the effective date of the Plan shall be the first day of the Plan Year during which the Employer adopts the Plan, unless an alternate Effective Date is hereby specified:

\_\_\_\_\_

3. **Special Effective Dates.** Please note here any elections in the Adoption Agreement with an effective date that is different from that noted in 1. or 2. above.

Pursuant to City of Murfreesboro Resolution 16-R-071, the City has amended Section 4.04 of the Plan and Sections IV, V, and VI of this Adoption Agreement. Such amendments are reflected in Appendix A hereto, and incorporated into the Plan and this Adoption Agreement as if set forth fully herein. The amendment to Section V is effective as of 11/1/2014; other amendments are effective as of 7/1/2010.

(Note provision and effective date.)

III. **Plan Year** will mean:

The twelve (12) consecutive month period which coincides with the limitation year. (See Section 5.03(f) of the Plan.)

The twelve (12) consecutive month period commencing on 7/1/2010 and each anniversary thereof.

IV. **Normal Retirement Age shall be age 65.0 (not to exceed age 65).**

*Important Note to Employers:* Normal Retirement Age is significant for determining the earliest date at which the Plan may allow for in-service distributions. Normal Retirement Age also defines the latest date at which a Participant must have a fully vested right to his/her Account. There are IRS rules that limit the age that may be specified as the Plan's Normal Retirement Age. The Normal Retirement Age cannot be earlier than what is reasonably representative of the typical retirement age for the industry in which the covered workforce is employed. An age under 55 is presumed not to satisfy this requirement, unless the Commissioner of Internal Revenue determines that the facts and circumstances show otherwise.

Whether an age between 55 and 62 satisfies this requirement depends on the facts and circumstances, but an Employer's good

Whether an age between 55 and 62 satisfies this requirement depends on the facts and circumstances, but an Employer's good faith, reasonable determination will generally be given deference. A special rule, however, applies in the case of a plan where substantially all of the participants in the plan are qualified public safety employees within the meaning of section 72(t)(10)(B) of the Code, in which case an age of 50 or later is deemed not to be earlier than the earliest age that is reasonably representative of the typical retirement age for the industry in which the covered workforce is employed.

## V. ELIGIBILITY REQUIREMENTS

1. The following group or groups of Employees are eligible to participate in the Plan:

- All Employees
- All Full Time Employees
- Salaried Employees
- Non union Employees
- Management Employees
- Public Safety Employees
- General Employees
- Other Employees (Specify the group(s) of eligible employees below. Do not specify employees by name. Specific positions are acceptable.) All Full time employees hired after 6/30/2010

The group specified must correspond to a group of the same designation that is defined in the statutes, ordinances, rules, regulations, personnel manuals or other material in effect in the state or locality of the Employer. The eligibility requirements cannot be such that an Employee becomes eligible only in the Plan Year in which the Employee terminates employment. **Note:** As stated in Sections 4.07 and 4.08, the Plan may, however, provide that Final Pay Contributions or Accrued Leave Contributions are the only contributions made under the Plan.

2. The Employer hereby waives or reduces the requirement of a twelve (12) month Period of Service for participation. The required Period of Service shall be (write N/A if an Employee is eligible to participate upon employment) See Appendix A.3.

If this waiver or reduction is elected, it shall apply to all Employees within the Covered Employment Classification.

3. A minimum age requirement is hereby specified for eligibility to participate. The minimum age requirement is N/A (not to exceed age 21. Write N/A if no minimum age is declared.)

## VI. CONTRIBUTION PROVISIONS

1. **The Employer shall contribute as follows:** (Choose all that apply, but at least one of Options A or B. If Option A is not selected, Employer must pick up Participant Contributions under Option B.)

**Fixed Employer Contributions With or Without Mandatory Participant Contributions.** (If Option B is chosen, please complete section C.)

A. Employer Contributions. The Employer shall contribute on behalf of each Participant 3% of Earnings or \$ N/A for the Plan Year (subject to the limitations of Article V of the Plan).

Mandatory Participant Contributions

are required  are not required

to be eligible for this Employer Contribution.

B. Mandatory Participant Contributions for Plan Participation.

Required Mandatory Contributions. A Participant is required to contribute (subject to the limitations of Article V of the Plan) the specified amounts designated in items (i) through (iii) of the Contribution Schedule below:

Yes  No

Employee Opt-In Mandatory Contributions. Each Employee eligible to participate in the Plan shall be given the opportunity to irrevocably elect to participate in the Mandatory Participant Contribution portion of the Plan by electing to contribute the specified amounts designated in items (i) through (iii) of the Contribution Schedule below for each Plan Year (subject to the limitations of Article V of the Plan):

Yes                       No

Contribution Schedule.

- (i) 3 % of Earnings,  
(ii) \$ N/A , or  
(iii) a whole percentage of Earnings between the range of N/A (insert range of percentages between 1% and 20% inclusive (e.g., 3%, 6%, or 20%; 5% to 7%)), as designated by the Employee in accordance with guidelines and procedures established by the Employer for the Plan Year as a condition of participation in the Plan. A Participant must pick a single percentage and shall not have the right to discontinue or vary the rate of such contributions after becoming a Plan Participant.

Employer "Pick up." The Employer hereby elects to "pick up" the Mandatory Participant Contributions<sup>1</sup> (pick up is required if Option A is not selected).

Yes                       No (*"Yes" is the default provision under the Plan if no selection is made.*)

- C. Election Window (Complete if Option B is selected):  
Newly eligible Employees shall be provided an election window of \_\_\_\_\_ days (no more than 60 calendar days) from the date of initial eligibility during which they may make the election to participate in the Mandatory Participant Contribution portion of the Plan. Participation in the Mandatory Participant Contribution portion of the Plan shall begin the first of the month following the end of the election window.

An Employee's election is irrevocable and shall remain in force until the Employee terminates employment or ceases to be eligible to participate in the Plan. In the event of re-employment to an eligible position, the Employee's original election will resume. In no event does the Employee have the option of receiving the pick-up contribution amount directly.

2. The Employer may also elect to contribute as follows:

- A. Fixed Employer Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on behalf of each Participant \_\_\_% of Earnings for the Plan Year (subject to the limitations of Article V of the Plan) for each Plan Year that such Participant has contributed \_\_\_% of Earnings or \$ \_\_\_\_\_. Under this option, there is a single, fixed rate of Employer contributions, but a Participant may decline to make the required Participant contributions in any Plan Year, in which case no Employer contribution will be made on the Participant's behalf in that Plan Year.
- B. Variable Employer Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on behalf of each Participant an amount determined as follows (subject to the limitations of Article V of the Plan):  
\_\_\_\_ % of the Voluntary Participant Contributions made by the Participant for the Plan Year (not including Participant contributions exceeding \_\_\_\_% of Earnings or \$ \_\_\_\_\_);

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<sup>1</sup> Neither an IRS advisory letter nor a determination letter issued to an adopting Employer is a ruling by the Internal Revenue Service that Participant contributions that are "picked up" by the Employer are not includable in the Participant's gross income for federal income tax purposes. Pick-up contributions are not mandated to receive private letter rulings; however, if an adopting employer wishes to receive a ruling on pick-up contributions they may request one in accordance with Revenue Procedure 2012-4 (or subsequent guidance).

PLUS \_\_\_\_\_% of the contributions made by the Participant for the Plan Year in excess of those included in the above paragraph (but not including Voluntary Participant Contributions exceeding in the aggregate \_\_\_\_\_% of Earnings or \$ \_\_\_\_\_).

Employer Matching Contributions on behalf of a Participant for a Plan Year shall not exceed \$ \_\_\_\_\_ or \_\_\_\_\_% of Earnings, whichever is \_\_\_\_\_ more or \_\_\_\_\_ less.

3. Each Participant may make a voluntary (unmatched), after tax contribution, subject to the limitations of Section 4.05 and Article V of the Plan:

Yes       No (*"No" is the default provision under the Plan if no selection is made.*)

4. Employer contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedule (no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable depending on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, or in accordance with applicable law):

BI-WEEKLY

5. Participant contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedule (no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable depending on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, or in accordance with applicable law):

BI-WEEKLY

6. In the case of a Participant performing qualified military service (as defined in Code section 414(u)) with respect to the Employer:

- A. Plan contributions will be made based on differential wage payments:

Yes       No (*"Yes" is the default provision under the Plan if no selection is made.*)

If yes is selected, this is effective beginning January 1, 2009 unless another later effective date is filled in here:

7/1/2010

- B. Participants who die or become disabled will receive Plan contributions with respect to such service:

Yes       No (*"No" is the default provision under the Plan if no selection is made.*)

If yes is selected, this is effective for participants who died or became disabled while performing qualified military service on or after January 1, 2007, unless another later effective date is filled in here:

\_\_\_\_\_



VII. EARNINGS

Earnings, as defined under Section 2.09 of the Plan, shall include:

- 1. Overtime  
 Yes                       No
- 2. Bonuses  
 Yes                       No
- 3. Other Pay (specifically describe any other types of pay to be included below)  
 Contributions are based on W-2 earnings but exclude overtime, bonuses, longevity pay, clothing allowance, paid meal breaks, state training pay, and wellness or excess life premiums

VIII. ROLLOVER PROVISIONS

- 1. The Employer will permit rollover contributions in accordance with Section 4.12 of the Plan:  
 Yes                       No (*"Yes" is the default provision under the Plan if no selection is made.*)
- 2. Direct rollovers by non-spouse beneficiaries are effective for distributions after 2006 unless the Plan delayed making them available. If the Plan delayed making such rollovers available, check the box below and indicate the later effective date in the space provided.  
 Effective Date is 7/1/2010  
*(Note: Plans must offer direct rollovers by non-spouse beneficiaries no later than plan years beginning after December 31, 2009.)*

IX. LIMITATION ON ALLOCATIONS

If the Employer maintains or ever maintained another qualified plan in which any Participant in this Plan is (or was) a participant or could possibly become a participant, the Employer hereby agrees to limit contributions to all such plans as provided herein, if necessary in order to avoid excess contributions (as described in Section 5.02 of the Plan).

- 1. If the Participant is covered under another qualified defined contribution plan maintained by the Employer, the provisions of Section 5.02(a) through (e) of the Plan will apply unless another method has been indicated below.  
 Other Method. (Provide the method under which the plans will limit total Annual Additions to the Maximum Permissible Amount, and will properly reduce any excess amounts, in a manner that precludes Employer discretion.)
- 2. The Limitation Year is the following 12 consecutive month period: \_\_\_\_\_
- 3. Unless the Employer elects a delayed effective date below, Article 5 of the Plan will apply to limitations years beginning on or after July 1, 2007. \_\_\_\_\_  
*(The effective date listed cannot be later than 90 days after the close of the first regular legislative session of the legislative body with authority to amend the plan that begins on or after July 1, 2007.)*

**X. VESTING PROVISIONS**

The Employer hereby specifies the following vesting schedule, subject to (1) the minimum vesting requirements and (2) the concurrence of the Plan Administrator. (For the blanks below, enter the applicable percent – from 0 to 100 (with no entry after the year in which 100% is entered), in ascending order.)

Period of Service Completed	Percent Vested
Zero	0 %
One	0 %
Two	0 %
Three	0 %
Four	0 %
Five	100 %
Six	100 %
Seven	100 %
Eight	100 %
Nine	100 %
Ten	100 %

**XI. WITHDRAWALS AND LOANS**

1. In-service distributions are permitted under the Plan after a participant attains (select one of the below options):

- Normal Retirement Age
- Age 70½ (“70½” is the default provision under the Plan if no selection is made.)
- Alternate age (after Normal Retirement Age): \_\_\_\_\_
- Not permitted at any age

2. A Participant shall be deemed to have a severance from employment solely for purposes of eligibility to receive distributions from the Plan during any period the individual is performing service in the uniformed services for more than 30 days.

- Yes
- No (“Yes” is the default provision under the plan if no selection is made.)

3. Tax-free distributions of up to \$3,000 for the direct payment of qualifying insurance premiums for eligible retired public safety officers are available under the Plan.

- Yes
- No (“No” is the default provision under the Plan if no selection is made.)

4. In-service distributions of the Rollover Account are permitted under the Plan, as provided in Section 9.07.

- Yes
- No (“No” is the default provision under the Plan if no selection is made.)

5. Loans are permitted under the Plan, as provided in Article XIII of the Plan:

- Yes
- No (“No” is the default provision under the Plan if no selection is made.)

**XII. SPOUSAL PROTECTION**

The Plan will provide the following level of spousal protection (select one):

- 1. Participant Directed Election. The normal form of payment of benefits under the Plan is a lump sum. The Participant can name any person(s) as the Beneficiary of the Plan, with no spousal consent required.
- 2. Beneficiary Spousal Consent Election (Article XII). The normal form of payment of benefits under the Plan is a lump sum. Upon death, the surviving spouse is the Beneficiary, unless he or she consents to the Participant's naming another Beneficiary. (*"Beneficiary Spousal Consent Election" is the default provision under the Plan if no selection is made.*)
- 3. QJSA Election (Article XVII). The normal form of payment of benefits under the Plan is a 50% qualified joint and survivor annuity with the spouse (or life annuity, if single). In the event of the Participant's death prior to commencing payments, the spouse will receive an annuity for his or her lifetime. (If C is selected, the spousal consent requirements in Article XII also will apply.)

**XIII. FINAL PAY CONTRIBUTIONS**

The Plan will provide for Final Pay Contributions if either 1 or 2 below is selected.

The following group of Employees shall be eligible for Final Pay Contributions:

- All Eligible Employees
- Other: None

Final Pay shall be defined as (select one):

- A. Accrued unpaid vacation
- B. Accrued unpaid sick leave
- C. Accrued unpaid vacation and sick leave
- D. Other (*insert definition of Final Pay – must be leave that Employee would have been able to use if employment had continued and must be bona fide vacation and/or sick leave*):  
\_\_\_\_\_

- 1. **Employer Final Pay Contribution.** The Employer shall contribute on behalf of each Participant \_\_\_\_\_ 0 % of Final Pay to the Plan (subject to the limitations of Article V of the Plan).
- 2. **Employee Designated Final Pay Contribution.** Each Employee eligible to participate in the Plan shall be given the opportunity at enrollment to irrevocably elect to contribute \_\_\_ 0 % (insert fixed percentage of final pay to be contributed) or up to \_\_\_\_\_ 0 % (insert maximum percentage of final pay to be contributed) of Final Pay to the Plan (subject to the limitations of Article V of the Plan).

Once elected, an Employee's election shall remain in force and may not be revised or revoked.

XIV. ACCRUED LEAVE CONTRIBUTIONS

The Plan will provide for accrued unpaid leave contributions annually if either 1 or 2 is selected below.

The following group of Employees shall be eligible for Accrued Leave Contributions:

- All Eligible Employees
- Other: None

Accrued Leave shall be defined as (select one):

- A. Accrued unpaid vacation
- B. Accrued unpaid sick leave
- C. Accrued unpaid vacation and sick leave
- D. Other (insert definition of accrued leave that is bona fide vacation and/or sick leave):  
\_\_\_\_\_

1. **Employer Accrued Leave Contribution.** The Employer shall contribute as follows (choose one of the following options):

For each Plan Year, the Employer shall contribute on behalf of each Eligible Participant the unused Accrued Leave in excess of \_\_\_\_\_ (insert number of hours/days/weeks (circle one)) to the Plan (subject to the limitations of Article V of the Plan).

For each Plan Year, the Employer shall contribute on behalf of each Eligible Participant 0 % of unused Accrued Leave to the Plan (subject to the limitations of Article V of the Plan).

2. **Employee Designated Accrued Leave Contribution.**

Each eligible Participant shall be given the opportunity at enrollment to irrevocably elect to contribute 0 % (insert fixed percentage of accrued unpaid leave to be contributed) or up to 0 % (insert maximum percentage of accrued unpaid leave to be contributed) of Accrued Leave to the Plan (subject to the limitations of Article V of the Plan). Once elected, an Employee's election shall remain in force and may not be revised or revoked.

XV. The Employer hereby attests that it is a unit of state or local government or an agency or instrumentality of one or more units of state or local government.

XVI. The Employer understands that this Adoption Agreement is to be used with only the ICMA Retirement Corporation Governmental Money Purchase Plan and Trust. This ICMA Retirement Corporation Governmental Money Purchase Plan and Trust is a restatement of a previous plan, which was submitted to the Internal Revenue Service for approval on April 2, 2012, and received approval on March 31, 2014.

The Plan Administrator hereby agrees to inform the Employer of any amendments to the Plan made pursuant to Section 14.05 of the Plan or of the discontinuance or abandonment of the Plan. The Employer understands that an amendment(s) made pursuant to Section 14.05 of the Plan will become effective within 30 days of notice of the amendment(s) unless the Employer notifies the Plan Administrator, in writing, that it disapproves of the amendment(s). If the Employer so disapproves, the Plan Administrator will be under no obligation to act as Administrator under the Plan.

XVII. The Employer hereby appoints the ICMA Retirement Corporation as the Plan Administrator pursuant to the terms and conditions of the ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & TRUST.

The Employer hereby agrees to the provisions of the Plan and Trust.

XVIII. The Employer hereby acknowledges it understands that failure to properly fill out this Adoption Agreement may result in disqualification of the Plan.

XIX. An adopting Employer may rely on an advisory letter issued by the Internal Revenue Service as evidence that the Plan is qualified under section 401 of the Internal Revenue Code to the extent provided in applicable IRS revenue procedures and other official guidance.

In Witness Whereof, the Employer hereby causes this Agreement to be executed on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

EMPLOYER

ICMA RETIREMENT CORPORATION  
777 North Capitol St., NE Suite 600  
Washington, DC 20002  
800-326-7272

By: \_\_\_\_\_

By: \_\_\_\_\_

Print Name: Shane McFarland

Print Name: \_\_\_\_\_

Title: Mayor

Title: \_\_\_\_\_

Attest: Melissa B. Wright, City Recorder

Attest: \_\_\_\_\_



ICMA RETIREMENT CORPORATION  
777 NORTH CAPITOL STREET, NE | WASHINGTON, DC 20002-4240  
800-669-7400  
[WWW.ICMARC.ORG](http://WWW.ICMARC.ORG)  
BRC000-214-21268-201405-W1303

**APPENDIX A  
TO  
THE ICMA RETIREMENT CORPORATION  
GOVERNMENTAL MONEY PURCHASE PLAN & TRUST  
ADOPTION AGREEMENT  
PLAN NUMBER 106895**

**(APPROVED PURSUANT TO MURFREESBORO CITY COUNCIL RESOLUTION 16-R-07)**

Pursuant to City of Murfreesboro Resolution 16-R-071, passed on March \_\_, 2016, the Murfreesboro City Council approved the following amendments the *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* and Adoption Agreement:

- A.1 Section 4.04 of the ICMA Retirement Corporation Governmental Money Purchase Plan and Trust is amended to read as follows:

“Employer Matching contributions of Voluntary Participant Contributions to 457 Plan. If the Employer so elects in the Adoption Agreement, Employer Matching Contributions shall be made on behalf of an eligible Employee who has made a Participant Contribution to the 457 Plan for that Plan Year. The amount of such Employer Matching Contribution shall be based on the percentage of Earnings which the Participant has voluntarily contributed into the 457 Plan as specified in the Adoption Agreement. Employer Matching Contributions shall be accounted for separately in the Employer Contribution Account.”

- A.2 The first sentence of Section IV of the Adoption Agreement is amended to read as follows:

“Normal Retirement Age shall be: (1) for Employees who are firefighters or police officers, Employee’s fifty-fifth (55th) birthday; (2) for Employees who are at least fifty-five (55) years of age, the date of completing thirty (30) years of full-time employment with Employer; and (3) for all other Employees, Employee’s sixty fifth (65th) birthday.”

- A.3 Section V.2 of the Adoption Agreement is amended to read as follows:

“2. The Employer hereby waives or reduces the requirement of a twelve (12) month Period of Service for participation. An employee hired between July 1, 2010 and October 31, 2014, became eligible to participate in the Plan on the first of the month following or coinciding with 90 days of employment. An employee hired on or after November 1, 2014, is eligible to participate in the Plan on the first of the month following or coinciding with 60 days of employment.”

- A.4 The Adoption Agreement shall be amended by adding a new subsection VI.2.C, which the City hereby elects to exercise:

“C. Variable Employer Match of Voluntary Participant Contributions to 457 Plan. The Employer shall contribute to the Plan a Matching Contribution which shall be allocated to

the account of eligible Participants as set forth under Section 4.04 of the Plan. The amount of the Employer's Matching Contribution shall equal the amount of the whole percentage of Earnings, between 1% and 5%, qualifying for the Matching Contribution."

In Witness Whereof, the City of Murfreesboro and ICMA Retirement Corporation acknowledge the above amendments to the *ICMA Retirement Corporation Governmental Money Purchase Plan and Trust* and Adoption Agreement on this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

**CITY OF MURFREESBORO**

**ICMA RETIREMENT CORPORATION**

By: \_\_\_\_\_

By: \_\_\_\_\_

Name: Shane McFarland

Name: \_\_\_\_\_

Title: Mayor

Title: \_\_\_\_\_

Approved as to form:

\_\_\_\_\_  
David A. Ives, City Attorney