ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT

Plan Number 10- 9923 The Employer hereby establishes a Money Purchase Plan and Trust to be known as City of Doral - Legislative Analyst & Chief of Staff (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. 7 No ☐ Yes If yes, please specify the name of the defined contribution money purchase plan which this Plan hereby amends and restates: I. Employer: City of Doral 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: (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: 04/01/2018 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. (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.) and each anniversary thereof. The twelve (12) consecutive month period commencing on 10/1/2017 IV. Normal Retirement Age shall be age 65 (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 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 foll	lowing group or groups of Employees are eligible to participate in the Plan:
	Ali	Employees Full Time Employees Izried Employees
	— N	on union Employees
	M:	anagement Employees blic Safety Employees
	G	meni Employees
	O₁	ther Employees (Specify the group(s) of eligible employees below. Do not specify employees by name. Specific positions are ceptable.) Logislative Analyst & Chief of Staff
	rules, r require employ	oup specified must correspond to a group of the same designation that is defined in the statutes, ordinances, regulations, personnel manuals or other material in effect in the state or locality of the Employer. The eligibility ements cannot be such that an Employee becomes eligible only in the Plan Year in which the Employee terminates syment. Note: As stated in Sections 4.07 and 4.08, the Plan may, however, provide that Final Pay Contributions or red Leave Contributions are the only contributions made under the Plan.
2.	The rec	nployer hereby waives or reduces the requirement of a twelve (12) month Period of Service for participation. quired Period of Service shall be (write N/A if an Employee is eligible to participate upon yment) N/A
	If this	waiver or reduction is elected, it shall apply to all Employees within the Covered Employment Classification.
3.	A mini	imum age requirement is hereby specified for eligibility to participate. The minimum age requirement is <u>NA</u> (not eed age 21. Write N/A if no minimum age is declared.)
VI. C	ONTRI	BUTION PROVISIONS
1.	The E	mployer shall contribute as follows: (Choose all that apply, but at least one of Options A or B. If Option A is <u>not</u> rd, Employer must pick up Participant Contributions under Option B.)
	Fixed compl	Employer Contributions With or Without Mandatory Participant Contributions. (If Option B is chosen, please etc section C.)
	Ø A	 Employer Contributions. The Employer shall contribute on behalf of each Participant 12 % of Earnings or for the Plan Year (subject to the limitations of Article V of the Plan). Mandatory Participant Contributions
		2 are required are not required
		to be eligible for this Employer Contribution.
	1 8	3. 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:
		Ø Yes □ No

	electing to co	ntribute the specified amounts designated in items (i) through (iii) of the Contribution Schedule h Plan Year (subject to the limitations of Article V of the Plan):
	☐ Yes	₽ No
	Contribution	Schedule.
	(ii) \$	percentage of Earnings between the range of
	Employer *P	discontinue or vary the rate of such contributions after becoming a Plan Participant. ick up". The Employer hereby elects to "pick up" the Mandatory Participant Contributions! (pick d if Option A is not selected).
	Yes	No ("Yes" is the default provision under the Plan if no selection is made.)
□ c.	Newly eligib days) from the Participant (ndow (Complete if Option B is selected): le Employees shall be provided an election window ofdays (no more than 60 calendar the date of initial eligibility during which they may make the election to participate in the Mandatory Contribution portion of the Plan. Participation in the Mandatory Participant Contribution portion of Il begin the first of the month following the end of the election window.
	ceases to be Employee's	e's election is irrevocable and shall remain in force until the Employee terminates employment or eligible to participate in the Plan. In the event of re-employment to an eligible position, the original election will resume. In no event does the Employee have the option of receiving the pick-up amount directly.
The Em	nployer may al	so elect to contribute as follows:
□ A.	of each Parti	over Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on behalf icipant% of Earnings for the Plan Year (subject to the limitations of Article V of the Plan) for each at such Participant has contributed% of Earnings or \$ Under this option, there is a rate of Employer contributions, but a Participant may decline to make the required Participant as in any Plan Year, in which case no Employer contribution will be made on the Participant's behalf in ar.
□ B.	Variable Em behalf of ea	ployer Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on th Participant an amount determined as follows (subject to the limitations of Article V of the Plan):
	% of Participant	the Voluntary Participant Contributions made by the Participant for the Plan Year (not including contributions exceeding% of Earnings or \$);

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

2.

¹ 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.		ticipant may make a voluntary (unmatched), after tax contribution, subject to the limitations of Section 4.05 and of the Plan:
	0	Yes No ("No" is the default provision under the Plan if no selection is made.)
4.	(no later dependi	r contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedul than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable ng on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, ordance with applicable law):
	Bi-weekly	
5.	schedule applicab	int contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment (no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as le depending on the basis on which the Employer keeps its books) with or within which the particular Limitation s, or in accordance with applicable law):
	Bl-wookly	
6.	In the ca Employe	se of a Participant performing qualified military service (as defined in Code section 414(u)) with respect to the er:
	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:
	В.	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.	EAR	ININGS						
	Earnings, as defined under Section 2.09 of the Plan, shall include:							
		Overtime Yes	No No					
		Bonuses Yes	✓ No					
	3.	Other Pay (specifical	lly describe any other types of pay to be included below)					
VIII.	RO	LLOVER PROVISI	ONS					
	1.	The Employer will p	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 r them available. If the date in the space pro	non-spouse beneficiaries are effective for distributions after 2006 <u>unless the Plan delayed making</u> he Plan delayed making such rollovers available, check the box below and indicate the later effective ovided.					
		☐ Effective Date i	s					
		(Note: Plans must December 31, 200	offer direct rollovers by non-spouse beneficiaries no later than plan years beginning after 9.)					
IX.		LIMITATION ON ALLOCATIONS						
		محمد اما يتمم حجم حجم الما	ins or ever maintained another qualified plan in which any Participant in this Plan is (or was) a sibly become a participant, the Employer hereby agrees to limit contributions to all such plans as ssary in order to avoid excess contributions (as described in Section 5.02 of the Plan).					
	1.	If the Participant is provisions of Section	covered under another qualified defined contribution plan maintained by the Employer, the on 5.02(a) through (e) of the Plan will apply unless another method has been indicated below.					
		Other Method. (Pr Permissible Amour	ovide the method under which the plans will limit total Annual Additions to the Maximum at, and will properly reduce any excess amounts, in a manner that precludes Employer discretion.)					
	2.		ar is the following 12 consecutive month period: N/A					
	3.	on or after July 1,	rer elects a delayed effective date below, Article 5 of the Plan will apply to limitations years beginning 2007					
		(The effective date	e listed cannot be later than 90 days after the close of the first regular legislative session of the side of the session of the side of the session of the					

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	Pen Ves	cent ted
Zero		%
One	25	<u>%</u>
Two	<u>25</u> 50	- %
Three	75	%
Four	100	%
Five		<u>%</u>
Six		%
Seven		%
Eight		96
Nine		- %
Ten		%

XI. WITHDRAWALS AND LOANS

1.	In-service distributions are permitted under the Plan after a participant attains (select one of the below options):			
	Normal Retireme	ent Age		
	Age 70½ ("70½	" is the default provision under the Plan if no selection is made.)		
	☐ Alternate age (aft	er 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 distribution 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 safety officers are avail	of up to \$3,000 for the direct payment of qualifying insurance premiums for eligible retired public lable under the Plan.		
	☐ Yes	No ("No" is the default provision under the Plan if no selection is made.)		
4.	In-service distribution	ns 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 t	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.			
	1 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 .	OJSA 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	n 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:		owing group of Employees shall be eligible for Final Pay Contributions:			
All Eligible Employees					
Other:		Other:			
	Final P	ay shall be defined as (select one):			
	□ A.	Accrued unpaid vacation			
	🗍 в.	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 had continued and must be bona fide vacation and/or sick leave): 					
		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 % of Final Pay to the Plan (subject to the limitations of Article V of the Plan).			
	1 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 % (insert fixed percentage of final pay to be contributed) or up to % (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 eli			wing group of Employees shall be eligible for Accrued Leave Contributions:
			All Eligible Employees Other:
	Accr	ıed	Leave shall be defined as (select one):
		3. C.	Accrued unpaid vacation Accrued unpaid sick leave Accrued unpaid vacation and sick leave Other (insert definition of accrued leave that is bona fide vacation and/or sick leave):
			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% 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
XV.	The unit	Em	ployer hereby attests that it is a unit of state or local government or an agency or instrumentality of one or more state or local government.
xvi.	The Gov	Em em Tru	ployer understands that this Adoption Agreement is to be used with only the ICMA Retirement Corporation mental Money Purchase Plan and Trust. This ICMA Retirement Corporation Governmental Money Purchase Plan set is a restatement of a previous plan, which was submitted to the Internal Revenue Service for approval on April 2, and received approval on March 31, 2014.
	14.0 mad)5 o le p	n Administrator hereby agrees to inform the Employer of any amendments to the Plan made pursuant to Section f the Plan or of the discontinuance or abandonment of the Plan. The Employer understands that an amendment(s) ursuant to Section 14.05 of the Plan will become effective within 30 days of notice of the amendment(s) unless aployer notifies the Plan Administrator, in writing, that it disapproves of the amendment(s). If the Employer so oves, the Plan Administrator will be under no obligation to act as Administrator under the Plan.
XVII.	The con	ditio	aployer hereby appoints the ICMA Retirement Corporation as the Plan Administrator pursuant to the terms and ons of the ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & C.
	The	: En	ployer hereby agrees to the provisions of the Plan and Trust.

XV.

XVI.

- 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 27 day of June , 20/8

EMPLOYER

By: Educated H. Ro

Title: _

Print Name:

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

Ву:

Print Name: Erica McFarquhar
Assistant Secretary

Title: _

Attest:

ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT

Plan Number 10- 9922 The Employer hereby establishes a Money Purchase Plan and Trust to be known as City of Dorel - Retired Swom General (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. No. Πve If yes, please specify the name of the defined contribution money purchase plan which this Plan hereby amends and restates: I. Employer: City of Doral 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: (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: 04/01/2018 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. (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.) and each anniversary thereof. The twelve (12) consecutive month period commencing on 10/1/2017 IV. Normal Retirement Age shall be age 65. (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 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

l.	The follo	owing group or g	roups of Employees are el	igible to participate i	n the Plan:	
٠	All Sala Nos Ma Put Ges Ott	Employees Full Time Employees on union Employees on union Employees onagement Employ olic Safety Employ oneral Employees her Employees (Sp eptable.) Swom FRE	s vees ees ecify the group(s) of eligib	le employees below. De	o not specify employees by name. Specific posi —	itions are
	rules, re requirer employs	egulations, person ments cannot be s ment. Note: As:	nel manuals or other mat uch that an Employee be	erial in effect in the st comes eligible only in id 4.08, the Plan may	n that is defined in the statutes, ordinances, tate or locality of the Employer. The eligibil the Plan Year in which the Employee terming, however, provide that Final Pay Contribution Plan.	inates
2.	The requ	ployer hereby wai uired Period of Se ment) N/A	ives or reduces the require rvice shall be (write N/A	ement of a twelve (12) if an Employee is elig) month Period of Service for participation. gible to participate upon	
	If this w	aiver or reduction	ı is elected, it shall apply	to all Employees with	nin the Covered Employment Classification.	
3.	A minin	num age requiren d age 21. Write N	nent is hereby specified for I/A if no minimum age is	or eligibility to particij s declared.)	pate. The minimum age requirement is <u>NA</u>	(not
cc	ONTRIB	UTION PROVIS	IONS			
1.			t ribute as follows: (Choo pick up Participant Cont		at least one of Options A or B. If Option A on B.)	is <u>not</u>
		imployer Contrib te section C.)	utions With or Withou	t Mandatory Particij	pant Contributions. (If Option B is chosen	, please
	⊘ A.	\$f Mandatory Parti	ibutions. The Employer so the Plan Year (subject icipant Contributions are not required		half of each Participant <u>*** *******</u> % of Earni Article V of the Plan).	ngs or
		to be eligible for	this Employer Contribu	tion.		
	□ в.	Mandatory Parti	cipant Contributions for	Plan Participation.		
					to contribute (subject to the limitations of A 1gh (iii) of the Contribution Schedule below	
		☐ Yes	□ No			

VI.

	opportunity to in	revocably elect to participate in the Mandatory Participant Contribution portion of the Plan by bute the specified amounts designated in items (i) through (iii) of the Contribution Schedule an Year (subject to the limitations of Article V of the Plan):
	☐ Yes	□ No
	Contribution Sch	edule.
	percentages b Employee in as a conditio right to disco	entage of Earnings between the range of
	Employer "Pick up is required if	up". The Employer hereby elects to "pick up" the Mandatory Participant Contributions ¹ (pick Option A is not selected).
	Yes	No ("Yes" is the default provision under the Plan if no selection is made.)
□ c.	Newly eligible Edays) from the d	w (Complete if Option B is selected): mployees shall be provided an election window ofdays (no more than 60 calendar are of initial eligibility during which they may make the election to participate in the Mandatory tribution portion of the Plan. Participation in the Mandatory Participant Contribution portion of gin the first of the month following the end of the election window.
	- 1 1· ··	lection is irrevocable and shall remain in force until the Employee terminates employment or ble to participate in the Plan. In the event of re-employment to an eligible position, the nai election will resume. In no event does the Employee have the option of receiving the pick-up to ount directly.
The Em	nployer may also e	lect to contribute as follows:
□ A.	of each Participa Plan Year that st	Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on behalf ant% of Earnings for the Plan Year (subject to the limitations of Article V of the Plan) for each uch Participant has contributed% of Earnings or \$ Under this option, there is a coff Employer contributions, but a Participant may decline to make the required Participant any Plan Year, in which case no Employer contribution will be made on the Participant's behalf in
□ в.	<u>Variable Emplo</u> behalf of each P	ver Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on Participant an amount determined as follows (subject to the limitations of Article V of the Plan):
	% of the Participant con	Voluntary Participant Contributions made by the Participant for the Plan Year (not including tributions exceeding% of Earnings or \$);
		Assuming sign lesser issued to an adoptine Employer is a ruling by the Internal Revenue Service that

Employee Opt-In Mandatory Contributions. Each Employee eligible to participate in the Plan shall be given the

2.

¹ Neither an IRS advisory letter nor a determination letter issued to an adopting Employer it 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 withes 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.		ticipant may make a voluntary (unmatched), after tax contribution, subject to the limitations of Section 4.05 and of the Plan:
		Yes No ("No" is the default provision under the Plan if no selection is made.)
4.	(no later dependi	er contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedul than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable ng on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, cordance with applicable law):
	Monthly	
5.	schedule applicat	ant contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment: (no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as the depending on the basis on which the Employer keeps its books) with or within which the particular Limitation ts, or in accordance with applicable law):
	Monthly	
6.	In the c Employ	ase of a Participant performing qualified military service (as defined in Code section 414(u)) with respect to the er:
	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:
	В.	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.	EAJ	EARNINGS						
	Earnings, as defined under Section 2.09 of the Plan, shall include:							
	1.	Overtime Ves	□ No					
	2.	Bonuses Yes	☑ No					
	3.		by describe any other types of pay to be included below) excluding separation pay					
VIII.	RO	LLOVER PROVISIO	DNS					
	1.	The Employer will p	ermit 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 nethem available. If the	on-spouse beneficiaries are effective for distributions after 2006 <u>unless the Plan delayed making</u> the Plan delayed making such rollovers available, check the box below and indicate the later effective wided.					
		Effective Date is	s					
		(Note: Plans must of December 31, 2009	offer direct rollovers by non-spouse beneficiaries no later than plan years beginning after .)					
IX.	LI	LIMITATION ON ALLOCATIONS						
			ns or ever maintained another qualified plan in which any Participant in this Plan is (or was) a sibly become a participant, the Employer hereby agrees to limit contributions to all such plans as sary in order to avoid excess contributions (as described in Section 5.02 of the Plan).					
	1.	If the Participant is provisions of Section	covered under another qualified defined contribution plan maintained by the Employer, the n 5.02(a) through (e) of the Plan will apply unless another method has been indicated below.					
		Other Method. (Pre Permissible Amoun	ovide the method under which the plans will limit total Annual Additions to the Maximum t, and will properly reduce any excess amounts, in a manner that precludes Employer discretion.)					
	2.		r is the following 12 consecutive month period: N/A					
	3.	on or after July 1, 2	er elects a delayed effective date below, Article 5 of the Plan will apply to limitations years beginning					
		(The effective date legislative body w	listed cannot be later than 90 days after the close of the first regular legislative session of the th 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	Pero Vest	
Zero		%
One	20	%
Two	40	% %
Three	60	96
Four	80	%
Five	100	%
Six		%
Seven		%
Eight		%
Nine		<u>%</u> %
Ten		%

XI. WITHDRAWALS AND LOANS

1.	In-service distributio	ns are permitted under the Plan after a participant attains (select one of the below options):
	Normal Retirem	ent Age
	Age 70½ ("70½	" is the default provision under the Plan if no selection is made.)
	Alternate age (af	ter Normal Retirement Age):
	☐ Not permitted a	t any age
2.	A Participant shall be from the Plan during	e deemed to have a severance from employment solely for purposes of eligibility to receive distribution Is 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.		s of up to \$3,000 for the direct payment of qualifying insurance premiums for eligible retired public ilable under the Plan.
	☐ Yes	No ("No" is the default provision under the Plan if no selection is made.)
4.	In-service distribution	ns 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.)

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. QISA 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.) FINAL PAY CONTRIBUTIONS XIII. 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: _____ 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 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 _____ % (insert fixed percentage of final pay to be contributed) or up to ______% (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.

XII.

XIV. ACCRUED LEAVE CONTRIBUTIONS

,	The	Pian	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:	
	Acc	rued	Leave shall be defined as (select one):	
		B. C.	Accrued unpaid vacation Accrued unpaid sick leave Accrued unpaid vacation and sick leave 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% 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% (insert fixed percentage of accrued unpaid leave to be contributed) or up to % (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.	Th	e Em	ployer hereby attests that it is a unit of state or local government or an agency or instrumentality of one or more state or local government.	
XVI.	Ge	overn d Tri	aployer understands that this Adoption Agreement is to be used with only the ICMA Retirement Corporation mental Money Purchase Plan and Trust. This ICMA Retirement Corporation Governmental Money Purchase Plan ust is a restatement of a previous plan, which was submitted to the Internal Revenue Service for approval on April 2, and received approval on March 31, 2014.	
	14 m	i.05 c ade p	in Administrator hereby agrees to inform the Employer of any amendments to the Plan made pursuant to Section of the Plan or of the discontinuance or abandonment of the Plan. The Employer understands that an amendment(s) outsuant to Section 14.05 of the Plan will become effective within 30 days of notice of the amendment(s) unless apployer notifies the Plan Administrator, in writing, that it disapproves of the amendment(s). If the Employer so roves, the Plan Administrator will be under no obligation to act as Administrator under the Plan.	
XVII.	CO	ne En Inditi RUS	nployer hereby appoints the ICMA Retirement Corporation as the Plan Administrator pursuant to the terms and ions of the ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & T.	
	T	he Er	nployer 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 27 day of 3we , 20 18.

In Witness Whereof, the Employer hereby causes this Agreement to	o be executed on this tay of, 20
EMPLOYER	ICMA RETIREMENT CORPORATION 777 North Capitol St., NE Suite 600 Washington, DC 20002 800-326-7272
By: Edward A. 120595 Print Name: (Essur fr.)	Print Name: Erica McFarquhar Assistant Secretary
Title: City Manager	Title: Attest: Attest:

ICMA PLAN ADDENDUM

CITY OF DORAL - FRS Retired Sworn General

VI. Contribution Provisions

1.A The employer shall contribute on behalf of each participant the difference between the total FRS Contribution Rate and the Employer Special Risk Rate for retirees' contribution rate. These rates are set by the State of Florida Retirement System and vary annually.

ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT

Plan Number 10- 9920 The Employer hereby establishes a Money Purchase Plan and Trust to be known as City of Dorel - Directors & Assistant Directors (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. ☑ No T Yes If yes, please specify the name of the defined contribution money purchase plan which this Plan hereby amends and restates: I. Employer: City of Doral 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: (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: 04/01/2018 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. (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.) and each anniversary thereof. The twelve (12) consecutive month period commencing on 10/1/2017 IV. Normal Retirement Age shall be age 65 (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 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 follo	wing group or groups of	Employees are eligible to participate in the Plan:
		Salar Non Man Publ Gene	full Time Employees ied Employees union Employees agement Employees ic Safety Employees	group(s) of eligible employees below. Do not specify employees by name. Specific positions are
		rules, reg requirem	gulations, personnel man- tents cannot be such that ment. Note: As stated in	and to a group of the same designation that is defined in the statutes, ordinances, tals or other material in effect in the state or locality of the Employer. The eligibility an Employee becomes eligible only in the Plan Year in which the Employee terminates Sections 4.07 and 4.08, the Plan may, however, provide that Final Pay Contributions or the only contributions made under the Plan.
:	2.	The Emp The requ employm	ired Period of Service sha	duces the requirement of a twelve (12) month Period of Service for participation. Il be (write N/A if an Employee is eligible to participate upon
		If this wa	aiver or reduction is elect	ed, it shall apply to all Employees within the Covered Employment Classification.
	3.	A minim	num 20e requirement is h	ereby specified for eligibility to participate. The minimum age requirement is <u>NA</u> (not minimum age is declared.)
VI.	CO	NTRIBU	TTION PROVISIONS	
	ı.	The Em	ployer shall contribute Employer must pick up	s follows: (Choose all that apply, but at least one of Options A or B. If Option A is <u>not</u> Participant Contributions under Option B.)
		Fixed Excomplete	mployer Contributions e section C.)	With or Without Mandatory Participant Contributions. (If Option B is chosen, please
		☑ A.	\$ for the F Mandatory Participant	
			are required	are not required
			to be eligible for this Er	nployer Contribution.
		Ø B.		Contributions for Plan Participation.
			Required Mandatory Coof the Plan) the specifie	ontributions. A Participant is required to contribute (subject to the limitations of Article V d amounts designated in items (i) through (iii) of the Contribution Schedule below:
			☑ Yes □	No

		electing to co	ribute the specified amounts designated in items (i) through (iii) of the Contribution Schedule Plan Year (subject to the limitations of Article V of the Plan):	
		☐ Yes	√ No	
		Contribution	chedule.	
		percentage Employe as a cond right to c	, or recentage of Earnings between the range of	i c
		Employer "Pi up is required	t up". The Employer hereby elects to "pick up" the Mandatory Participant Contributions! (pick FOption A is not selected).	
		🗹 Yes	No ("Yes" is the default provision under the Plan if no selection is made.)	
	□ c.	Newly eligible days) from the Participant C	ow (Complete if Option B is selected): Employees shall be provided an election window ofdays (no more than 60 calendar date of initial eligibility during which they may make the election to participate in the Mandaton ntribution portion of the Plan. Participation in the Mandatory Participant Contribution portion begin the first of the month following the end of the election window.	ry of
		Ceases to be o	election is irrevocable and shall remain in force until the Employee terminates employment or gible to participate in the Plan. In the event of re-employment to an eligible position, the ginal election will resume. In no event does the Employee have the option of receiving the pick-t mount directly.	ıp
2.	The En	nployer may al	elect to contribute as follows:	
	□ A.	of each Parti	The Employer shall contribute on below the Plan Year (subject to the limitations of Article V of the Plan) for established the Plan Year (subject to the limitations of Article V of the Plan) for established ——% of Earnings or \$ Under this option, there are of Employer contributions, but a Participant may decline to make the required Participant in any Plan Year, in which case no Employer contribution will be made on the Participant's behalf.	is a
	□ в.	<u>Variable Em</u> behalf of ea	over Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on Participant an amount determined as follows (subject to the limitations of Article V of the Plan)	: :
		% of a	e Voluntary Participant Contributions made by the Participant for the Plan Year (not including ntributions exceeding% of Earnings or \$);	
l N	leisher an . rticipant (IRS advisory let contributions th	nor a desermination letter issued to an adopting Employer is a ruling by the Internal Revenue Service th are "picked up" by the Employer are not includable in the Participant's gross income for federal income ta the group mandated to receive private letter rulings; bowever, if an adopting employer wishes to receive a	at L

purposes. Pick-up contributions are not mandated to receive private letter rulings; however, if an adopting employer withes to receive a ruling on pick-up contributions they may request one in accordance with Revenue Procedure 2012-4 (or subsequent guidance).

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

³

	:	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 S or% of Earnings, whichever is more or less.
3.		icipant may make a voluntary (unmatched), after tax contribution, subject to the limitations of Section 4.05 and of the Plan:
		les No ("No" is the default provision under the Plan if no selection is made.)
4.	(no later dependi	r contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedule than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable ng on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, ordance with applicable law):
	Bl-weekly	
5.	schedule applicab	nt contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment (no later than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as le depending on the basis on which the Employer keeps its books) with or within which the particular Limitation s, or in accordance with applicable law):
6.		se of a Participant performing qualified military service (as defined in Code section 414(u)) with respect to the er:
	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:
	В.	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.	EAI	RNINGS	
	Ear	nings, as defined unde	r Section 2.09 of the Plan, shall include:
	1.	Overtime Yes	7 No
	2.	Bonuses Yes	₩ No
	3.	Other Pay (specifical)	y describe any other types of pay to be included below)
VIII.	RC	LLOVER PROVISIO	ONS
	ı.	The Employer will po	ermit 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 n them available. If th date in the space pro	on-spouse beneficiaries are effective for distributions after 2006 <u>unless the Plan delayed making</u> the Plan delayed making such rollovers available, check the box below and indicate the later effective wided.
		☐ Effective Date is	·
		(Note: Plans must of December 31, 2009	offer direct rollovers by non-spouse beneficiaries no later than plan years beginning after .)
IX.		MITATION ON ALI	
			ns or ever maintained another qualified plan in which any Participant in this Plan is (or was) a sibly become a participant, the Employer hereby agrees to limit contributions to all such plans as sary in order to avoid excess contributions (as described in Section 5.02 of the Plan).
	1.	provisions of Sectio	covered under another qualified defined contribution plan maintained by the Employer, the n 5.02(a) through (e) of the Plan will apply unless another method has been indicated below.
	C	Other Method. (Pro Permissible Amoun	ovide the method under which the plans will limit total Annual Additions to the Maximum t, and will properly reduce any excess amounts, in a manner that precludes Employer discretion.)
	2		r is the following 12 consecutive month period: N/A
	3	on or after July 1, 2	er elects a delayed effective date below. Article 5 of the Plan will apply to limitations years beginning
		(The effective date	listed cannot be later than 90 days after the close of the first regular legislative session of the tel 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	Perc Vest	
Zero		%
One	100	%
Two		%
Three		%
Four		%
Five		%
Six		%
Seven		%
Eight		96
Nine		%
Ten		%

XI. WITHDRAWALS AND LOANS

1.	In-service distribution	s are permitted under the Plan after a participant attains (select one of the below options):
	Normal Retireme	
	Age 701/2 ("701/2"	' is the default provision under the Plan if no selection is made.)
	Alternate age (aft	er Normal Retirement Age):
	Not permitted at	any age
2.	A Participant shall be from the Plan during	deemed to have a severance from employment solely for purposes of eligibility to receive distributions 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 safety officers are avail	of up to \$3,000 for the direct payment of qualifying insurance premiums for eligible retired public lable under the Plan.
	☐ Yes	No ("No" is the default provision under the Plan if no selection is made.)
4.	In-service distribution	ns 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:
	7 Yes	No ("No" is the default provision under the Plan if no selection is made.)

ш.	SPOOSE 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:		
		ay shall be defined as (select one):	
	A. Accrued unpaid vacation		
	☐ B.	Accrued unpaid sick leave	
		Accrued unpaid vacation and sick leave	
	□ p.	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):	
	5 ι.	Employer Final Pay Contribution. The Employer shall contribute on behalf of each Participant% 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 % (insert fixed percentage of final pay to be contributed) or up to % (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.	

ACCRUED LEAVE CONTRIBUTIONS XIV.

	The	Plan	will provide for accrued unpaid leave contributions annually if either 1 or 2 is selected below.
	The	folio	wing group of Employees shall be eligible for Accrued Leave Contributions:
			All Eligible Employees Other:
	Acc	rued	Leave shall be defined as (select one):
		B. C.	Accrued unpaid vacation Accrued unpaid sick leave Accrued unpaid vacation and sick leave Other (insert definition of accrued leave that is bona fide vacation and/or sick leave):
	5	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
		2.	Employee Designated Accrued Leave Contribution.
			Each eligible Participant shall be given the opportunity at enrollment to irrevocably elect to contribute% (insert fixed percentage of accrued unpaid leave to be contributed) or up to% (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.	Th	e En	ployer hereby attests that it is a unit of state or local government or an agency or instrumentality of one or more state or local government.
XVI.	Th Ge	e En overn d Tr	apployer understands that this Adoption Agreement is to be used with only the ICMA Retirement Corporation imental Money Purchase Plan and Trust. This ICMA Retirement Corporation Governmental Money Purchase Plan ust is a restatement of a previous plan, which was submitted to the Internal Revenue Service for approval on April 2, and received approval on March 31, 2014.
	14 m	1.05 d ade p	an Administrator hereby agrees to inform the Employer of any amendments to the Plan made pursuant to Section of the Plan or of the discontinuance or abandonment of the Plan. The Employer understands that an amendment(s) pursuant to Section 14.05 of the Plan will become effective within 30 days of notice of the amendment(s) unless apployer notifies the Plan Administrator, in writing, that it disapproves of the amendment(s). If the Employer so roves, the Plan Administrator will be under no obligation to act as Administrator under the Plan.
XVII.	CC	he Er ondit RUS	nployer hereby appoints the ICMA Retirement Corporation as the Plan Administrator pursuant to the terms and ions of the ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & T.
	T	he Ei	mployer 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.
- An adopting Employer may rely on an advisory letter issued by the Internal Revenue Service as evidence that the Plan is XIX. 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 27

ICMA RETIREMENT CORPORATION **EMPLOYER** 777 North Capitol St., NE Suite 600 Washington, DC 20002 800-326-7272 E Erica McFarquhar Assistant Socretary Print Name: Print Name: Title: Title: 2110

ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN & TRUST ADOPTION AGREEMENT

					١	Plan Number 10-	9921
The	: Emp	oloye	r hereby establish	es a Money Purchase l	Plan and Trust to be ki	nown as City of Doral - Chief &	B Deputy Chief of Police overnmental Money Purchase
Plan	n and	Trus	it.	,		·	
Thi	s Plar	ı is a	n amendment and	d restatement of an ex	sisting defined contribu	ition money purchase plai	n.
			Yes	₩ No			
lf y	es, pl	ease :	specify the name	of the defined contrib	oution money purchase	plan which this Plan hen	eby amends and restates:
ı.	Em	ploye	City of Doral				
II.	Effe	ctive	Dates				
	0	1.	Effective Date of Plan shall be Janu	FRestatement. If this pary 1, 2007 unless at	s document is a restate n alternate effective dat	ment of an existing plan, e is hereby specified:	the effective date of the
			(Note: An altern:	ate effective date can l	be no earlier than Janus	ary 1, 2007.)	
	Ø	2.	Effective Date o during which the 04/01/2018	f New Plan. If this is Employer adopts the	a new Plan, the effecti Plan, unless an altern	ve date of the Plan shall b ate Effective Date is hereb	ne the first day of the Plan Year ny specified:
		3.	Special Effective different from th	Dates. Please note la at noted in 1. or 2. al	nere any elections in th pove.	e Adoption Agreement wi	ith an effective date that is
			(Note provision	and effective date.)			
111	i. Pla	n Ye	ar will mean:				
		The	twelve (12) cons	ecutive month period	which coincides with	the limitation year. (See S	ection 5.03(f) of the Plan.)
	Ø	The	: rwelve (12) cons	ecutive month period	commencing on 10/1/	2017	and each anniversary thereof.
rv	Imp allo ves Age	porta ow fo ted r e. Th	nt Note to Employ r in-service distril ight to his/her Ac e Normal Retiten	ers: Normal Retireme butions. Normal Retire count. There are IRS ment Age cannot be ex- tered workforce is em-	rement Age also define rules that limit the age urlier than what is reaso ployed. An age under !	r determining the earliest s the latest date at which s that may be specified as t mably representative of th	date at which the Plan may a Participant must have a fully the Plan's Normal Retirement are typical retirement age for the sfy this requirement, unless the e.

1

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

ì.	The foll	owing group or gro	ups of Employees are eligi	ble to participate in t	ne Plan:	
	All No Ma Pul Ge	Employees Full Time Employees aried Employees on union Employees anagement Employe blic Safety Employe neral Employees her Employees (Speceptable.) Swom FRS	es es sify the group(s) of eligible e	mployees below. Do n	ot specify employees by name. Specific posit	ions an
	rules, re requires employ	egulations, personn ments cannot be su ment. Notes As st	el manuals or other materi ch that an Employee becor	al in effect in the state nes eligible only in th 4.08, the Plan may, he	nat is defined in the statutes, ordinances, e or locality of the Employer. The eligibili e Plan Year in which the Employee termin owever, provide that Final Pay Contribution	nates
2.	The req		vice shall be (write N/A if		onth Period of Service for participation. e to participate upon	
	If this w	vaiver or reduction	is elected, it shall apply to	all Employees within	the Covered Employment Classification.	
3.			ent is hereby specified for e A if no minimum age is de		e. The minimum age requirement is NA	(noi
CC	NTRIB	UTION PROVISI	ONS			
1.	The Em	ployer shall contr , Employer must pi	ibute as follows: (Choose ick up Participant Contrib	all that apply, but at l utions under Option	east one of Options A or B. If Option A i B.)	s <u>not</u>
		imployer Contribute section C.)	tions With or Without N	landatory Participar	at Contributions. (If Option B is chosen,	please
	Ø A.	\$ for Mandatory Partic	r the Plan Year (subject to i ipant Contributions	ll contribute on behal the limitations of Art	f of each Participant <u>300 naturalss</u> % of Earnin icle V of the Plan).	igs or
		are required	are not required			
		to be eligible for t	his Employer Contribution	n.		
	□ B.	Mandatory Partic	ipant Contributions for Pl	an Participation.		
		Required Mandat of the Plan) the sp	ory Contributions. A Parti pecified amounts designate	cipant is required to d d in items (i) through	contribute (subject to the limitations of Ai (iii) of the Contribution Schedule below:	rticle V
		☐ Yes	□ No			

VI.

		opportunity to is	revocably elect to participate in the Mandatory Participant Contribution portion of the Plan by ibute the specified amounts designated in items (i) through (iii) of the Contribution Schedule lan Year (subject to the limitations of Article V of the Plan):
		☐ Yes	□ No
		Contribution Sc	hedule.
		percentages Employee i as a conditi right to dis	centage of Earnings between the range of
		Employer Pick up is required if	up". The Employer hereby elects to "pick up" the Mandatory Participant Contributions' (pick Option A is not selected).
		☐ Yes	No ("Yes" is the default provision under the Plan if no selection is made.)
	□ c.	Newly eligible leading from the	ow (Complete if Option B is selected): Employees shall be provided an election window ofdays (no more than 60 calendar date of initial eligibility during which they may make the election to participate in the Mandatory ntribution portion of the Plan. Participation in the Mandatory Participant Contribution portion of egin the first of the month following the end of the election window.
		L	election is irrevocable and shall remain in force until the Employee terminates employment or gible to participate in the Plan. In the event of re-employment to an eligible position, the ginal election will resume. In no event does the Employee have the option of receiving the pick-up mount directly.
2.	The En	aployer may also	elect to contribute as follows:
	□ A.	of each Particip	r Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on behalf pant% of Earnings for the Plan Year (subject to the limitations of Article V of the Plan) for each such Participant has contributed% of Earnings or \$ Under this option, there is a tee of Employer contributions, but a Participant may decline to make the required Participant in any Plan Year, in which case no Employer contribution will be made on the Participant's behalf in
	□ в.	Variable Employees behalf of each	over Match of Voluntary After-Tax Participant Contributions. The Employer shall contribute on Participant an amount determined as follows (subject to the limitations of Article V of the Plan):
		% of the Participant co	Voluntary Participant Contributions made by the Participant for the Plan Year (not including ntributions exceeding% of Earnings or \$);
1 N	either au	— 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 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).

Employee Opt-In Mandatory Contributions. Each Employee eligible to participate in the Plan shall be given the

³

		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.		ticipant may make a voluntary (unmatched), after tax contribution, subject to the limitations of Section 4.05 and of the Plan:					
		Yes \int \int No "No" is the default provision under the Plan if no selection is made.)					
4.	(no later dependi	er contributions for a Plan Year shall be contributed to the Trust in accordance with the following payment schedule than the 15th day of the tenth calendar month following the end of the calendar year or fiscal year (as applicable ng on the basis on which the Employer keeps its books) with or within which the particular Limitation year ends, cordance with applicable law):					
	Monthly						
5.	schedule (no later than the 15th day of the tenth calendar month following the end of the calendar year or tiscal 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):						
6.	In the C Employ	use of a Participant performing qualified military service (as defined in Code section 414(u)) with respect to the er:					
	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:					
	В.	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:					

ΛI.	EARNINGS						
	Eam	ings, as defined	under Section 2.09 of the Plan, shall include:				
		Overtime Yes	☑ №				
		Bonuses Yes	☑ No				
	3.	Other Pay (spec	cifically describe any other types of pay to be included below)				
VIII.	ROI	LOVER PRO	VISIONS				
	١.	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 rolloven them available, date in the spa	s by non-spouse beneficiaries are effective for distributions after 2006 <u>unless the Plan delayed making</u> . If the Plan delayed making such rollovers available, check the hox below and indicate the later effective ce provided.				
			Date is				
		(Note: Plans must offer direct rollovers by non-spouse beneficiaries no later than plan years beginning after December 31, 2009.)					
IX.	LIN	ATTATION ON	NALLOCATIONS				
		cicinant of coul	aintains or ever maintained another qualified plan in which any Participant in this Plan is (or was) a d possibly become a participant, the Employer hereby agrees to limit contributions to all such plans as 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 Permissible Ar	l. (Provide the method under which the plans will limit total Annual Additions to the Maximum mount, and will properly reduce any excess amounts, in a manner that precludes Employer discretion.)				
	2.		n Year is the following 12 consecutive month period: N/A				
	3.	on or after Jul					
		(The effective legislative bo	date listed cannot be later than 90 days after the close of the first regular legislative session of the dy 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		%	
One	100	%	
Two		%	
Three		%	
Four		%	
Five		- %	
Six		<u>%</u>	
Seven		%	
Eight		%	
Nine		%	
Ten		%	

XI. WITHDRAWALS AND LOANS

1.	In-service distribution	ns are permitted under the Plan after a participant attains (select one of the below options):		
	Normal Retirem	ent Age		
	Age 70½ ("70½	" is the default provision under the Plan if no selection is made.)		
	Alternate age (after Normal Retirement Age):			
	Not permitted a			
2.	A Participant shall be from the Plan during	deemed to have a severance from employment solely for purposes of eligibility to receive distribution 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 distribution safety officers are ava	s of up to \$3,000 for the direct payment of qualifying insurance premiums for eligible retired public ilable under the Plan.		
	Yes	No ("No" is the default provision under the Plan if no selection is made.)		
4.	In-service distributio	ns 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:		
	7 Yes	No ("No" is the default provision under the Plan if no selection is made.)		

THE PERSON NAMED IN COLUMN TWO IS NOT THE OWNER.

SPOUSAL PROTECTION XII. The Plan will provide the following level of spousal protection (select one): 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.) FINAL PAY CONTRIBUTIONS XIII. 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: 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 andlor sick leave): 1. Employer Final Pay Contribution. The Employer shall contribute on behalf of each Participant 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 _____ % (insert fixed percentage of final __% (insert maximum percentage of final pay to be contributed) of Final Pay pay to be contributed) or up to _ 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.

ACCRUED LEAVE CONTRIBUTIONS XIV.

•	The Plan will provide for accrued unpaid leave contributions annually if either 1 or 2 is selected below.					
	The follo	wing group of Employees shall be eligible for Accrued Leave Contributions:				
		All Eligible Employees Other:				
	Accrued	Leave shall be defined as (select one):				
	□ B.□ C.	Accrued unpaid vacation Accrued unpaid sick leave Accrued unpaid vacation and sick leave 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				
	1 2.	Employee Designated Accrued Leave Contribution.				
		Each eligible Participant shall be given the opportunity at enrollment to irrevocably elect to contribute% (insert fixed percentage of accrued unpaid leave to be contributed) or up to % (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 units of state or local government.					
XVI.	The En	aployer understands that this Adoption Agreement is to be used with only the ICMA Retirement Corporation imental Money Purchase Plan and Trust. This ICMA Retirement Corporation Governmental Money Purchase Plan ust is a restatement of a previous plan, which was submitted to the Internal Revenue Service for approval on April 2 and received approval on March 31, 2014.				
	14.05 c	an Administrator hereby agrees to inform the Employer of any amendments to the Plan made pursuant to Section of the Plan or of the discontinuance or abandonment of the Plan. The Employer understands that an amendment(s) bursuant to Section 14.05 of the Plan will become effective within 30 days of notice of the amendment(s) unless apployer notifies the Plan Administrator, in writing, that it disapproves of the amendment(s). If the Employer so roves, the Plan Administrator will be under no obligation to act as Administrator under the Plan.				
XVII.		nployer hereby appoints the ICMA Retirement Corporation as the Plan Administrator pursuant to the terms and ions of the ICMA RETIREMENT CORPORATION GOVERNMENTAL MONEY PURCHASE PLAN &				

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

XV.

XVI.

- XVIII. The Employer hereby acknowledges it understands that failure to properly fill out this Adoption Agreement may result in disqualification of the Plan.
- An adopting Employer may rely on an advisory letter issued by the Internal Revenue Service as evidence that the Plan is XIX.

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 27 day of June ICMA RETIREMENT CORPORATION **EMPLOYER** 777 North Capitol St., NE Suite 600 Washington, DC 20002 800-326-7272 Erica McFarquhar Print Name: **Assistant Secretary** Title:

ICMA PLAN ADDENDUM

CITY OF DORAL -CHIEF & DEPUTY CHIEF OF POLICE

VI. Contribution Provisions

1.A The employer shall contribute on behalf of each participant the FRS Employer Special Risk Rate. These rates are set by the State of Florida Retirement System and vary annually.

RESOLUTION No. 18-98

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, ADOPTING FOUR (4) NEW RETIREMENT PLAN BENEFITS FOR LEGISLATIVE ANALYSTS, DIRECTORS AND ASSISTANT DIRECTORS, SWORN FRS RETIREE-CHIEF AND DEPUTY CHIEF, AND SWORN FRS RETIREE-GENERAL; APPOINTING THE CITY OF DORAL AS COORDINATOR FOR THE PLAN; PROVIDING FOR IMPLEMENTATION AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, currently, the City has two 401 retirement plans with the ICMA Corporation, one for Mayor and Council (non-contributory with immediate vestment and City contribution of 18%) approved via Resolution 2005-38; and one for employees (6% employee contribution and 12% match by the City with a vesting period of 5 years) approved via Resolution 2004 -22; and

WHEREAS, due to the vesting requirements of the current plans and in support of the City's vision statement of a "premier community in which to live, work and play" the Human Resource Department in conjunction with the Finance Department have identified the need to add four new 401 retirement plans; and

WHEREAS, this assessment ensures the City continues to meet its strategic goals of long-term financial sustainability and organizational efficiency; and

WHEREAS, the plans are as follow, one for Legislative Analysts (6% employee contribution and 12% match by the City with a vesting period of 4 years), one for Directors and Assistant Directors (6% employee contribution and 12% match by the City with a vesting period of 1 year), one for Sworn FRS Retiree-Chief & Deputy Chief (0% employee contribution and a contribution by the City of the difference between the total FRS contribution rate and the employer special risk rate for retirees contribution rate with a

vesting period of 1 year), and one for Sworn FRS Retiree-General (0% employee contribution and a contribution by the City of the difference between the total FRS contribution rate and the employer special risk rate for retirees contribution rate with a vesting period of 5 years); and

WHEREAS, the City of Doral desires that its deferred compensation plan be administered by the ICMA Retirement Corporation and that the funds held under such plan be invested in the ICMA Retirement Trust, a trust established by public employers for the collective investment of funds under their retirement and deferred compensation plan; and

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY
OF DORAL AS FOLLOWS:

Section 1. Recitals. The City of Doral hereby establishes the ICMA Retirement Corporation Deferred Compensation Plan and Trust ('the Plan''). The assets of the Plan shall be held in trust, with the City of Doral serving as trustee, for the exclusive benefit of the Plan participants and their beneficiaries, and the assets shall not be diverted to any other purpose. The City of Doral's beneficial ownership of plan assets held in the ICMA Retirement Trust shall be held for the further exclusive benefit of the Plan participants and their beneficiaries.

<u>Section 2.</u> <u>Authorization.</u> The City of Doral hereby executes the declaration of trust of the ICMA Retirement Trust intending this execution to be operative with respect to any retirement or deferred compensation plan subsequently established by the City of Doral if the assets of the plan are to be invested in the ICMA Retirement Trust.

<u>Section 3.</u> <u>Implementation.</u> The City of Doral hereby agrees to serve as trustee under the plan and to invest funds held under the plan in the ICMA Retirement Trust. The City of Doral shall be the coordinator for the Plan; shall receive necessary reports and notices from the ICMA Retirement Corporation of the ICMA Retirement Trust; shall cast, on behalf of the City of Doral, any required votes under the ICMA Retirement Trust; may delegate any administrative duties relating to the Plan to appropriate departments; and the City of Doral authorizes the City Manager to execute all necessary agreements with the ICMA Retirement Corporation incidental to the administration of the plan.

<u>Section 4.</u> <u>Effective Date.</u> This Resolution shall become effective immediately upon adoption.

The foregoing Resolution was offered by Vice Mayor Rodriguez who moved its adoption.

The motion was seconded by Councilmember Cabrera and upon being put to a vote, the vote was as follows:

Mayor Juan Carlos Bermudez	Yes
Vice Mayor Ana Maria Rodriguez	Yes
Councilman Pete Cabrera	Yes
Councilwoman Christi Fraga	Yes
Councilwoman Claudia Mariaca	Yes

PASSED AND ADOPTED this 13 day of June, 2018.

JUAN CARLOS BERMUDEZ, MAYOR

ATTEST:

CONNIE DIAZ

CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFIENCY FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:

WEISS, SEROTA, HELFMAN, COLE & BIERMAN, P.L.

CITY ATTORNEY