

FIRST AMENDMENT TO THE
COLORADO COUNTY OFFICIALS AND EMPLOYEES RETIREMENT ASSOCIATION DEFERRED
COMPENSATION PLAN
(Amended and Restated Effective June 1, 2014)

1. **Plan Sponsor:** Colorado County Officials and Employees Retirement Association (“CCOERA”)

2. **Amendment of Plan:** The following Amendment to the (“Plan”) is adopted, effective as of September 15, 2017:

A. **Section 1.19 is amended to read as follows:**

1.19 *Normal Retirement Age* means the earlier of age 70½ or the date such Participant: (i) is eligible for full retirement and unreduced benefits under the CCOERA Retirement Plan, and (ii) declares an alternate normal retirement age, no earlier than age 55, using a form provided by the Administrator. Notwithstanding the previous sentence, effective on and after September 15, 2017, a Participant who is a qualified police officer or firefighter (as defined under Code Section 415(b)(2)(H)(ii)(I)) may designate a Normal Retirement Age that is earlier than the earliest Normal Retirement Age described above, but in no event may such Normal Retirement Age be earlier than age 40. If a Participant declares an alternate normal retirement age using the form provided by the Administrator, that age will determine the three-year period in which he or she can make special Section 457 catch-up contributions pursuant to Section 3.3. Once the special Section 457 catch-up contributions are made to any extent, the Participant’s Normal Retirement Age is irrevocable. Any Participant may retire on or after attaining his Normal Retirement Age.

B. **Section 5.1 is amended to read as follows:**

5.1 **BENEFIT DISTRIBUTIONS AT RETIREMENT, OTHER SEVERANCE FROM EMPLOYMENT OR AGE 70½.** Upon retirement or other Severance from Employment (other than due to death or presumed death) or, if earlier, upon attainment of age 70½, a Participant is entitled to receive a distribution of his or her Account Balance under any form of distribution permitted under Section 5.3 commencing at the date elected under Section 5.2.


C. **Section 5.2 is amended to read as follows:**

5.2 **ELECTION OF BENEFIT COMMENCEMENT DATE.** A Participant may elect to commence distribution of benefits at any time after attainment of age 70½, retirement or other Severance from Employment by a notice filed at least 30 days before the date on which benefits are to commence. However, in no event may distribution of benefits commence later than the date described in Section 5.8.

3. **Terms and Conditions of Plan:** Except for the above Amendment, all terms and conditions of the Plan are unamended and shall remain in full force and effect.

4. **Execution:** This Amendment has been executed on the date set forth below.

CCOERA

By:  _____

Title: Executive Director

Date: 9/15/17

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