

Exhibit A:

BENCOR
Plan Amendments

AMENDMENT
TO THE
BENCOR NATIONAL GOVERNMENT EMPLOYEES RETIREMENT PLAN™
ADOPTION AGREEMENT
FOR
CITY OF PORT ST LUCIE 401(A) SPECIAL PAY PLAN

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 401(a) Special Pay Plan ("Plan") to exclude "Charter Officers."

1. **Part 3** of the Plan's Adoption Agreement is amended to restate subpart **(a)(ii)** as follows:

(ii) For purposes of contributions under Part 4(b), all Employees shall be eligible to participate in the Plan who are are not (*check one of the foregoing and then check all that apply below*):

Non-union classified non-sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan and who, as of September 1, 2023, are not Charter Officers.

2. **This Amendment is effective September 1, 2023.**

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on September 7, 2023.

City of Port St Lucie
EMPLOYER

By: 
Title: Finance Director

AMENDMENT
TO THE
BENCOR DEFERRED PAY 457 PLAN™ FOR GOVERNMENTAL EMPLOYEES
ADOPTION AGREEMENT
FOR
CITY OF PORT ST LUCIE 457(B) SPECIAL PAY PLAN

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 457(b) Special Pay Plan ("Plan") to exclude "Charter Officers."

1. **Part 3 of the Plan's Adoption Agreement is amended to restate subpart (a)(ii) as follows:**

(ii) Other: Non-union classified non-sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan and who, as of September 1, 2023, are not Charter Officers.

2. **This Amendment is effective September 1, 2023.**

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on September 7, 2023.

City of Port St Lucie
EMPLOYER

By: 
Title: Kinross Director

AMENDMENT
TO THE
BENCOR NATIONAL GOVERNMENT EMPLOYEES RETIREMENT PLAN™
ADOPTION AGREEMENT
FOR
CITY OF PORT ST LUCIE 401(A) SPECIAL PAY PLAN

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 401(a) Special Pay Plan ("Plan") to remove the exclusion for "Charter Officers."

1. **Part 3 of the Plan's Adoption Agreement is amended to restate subpart (a)(ii) as follows:**

(ii) For purposes of contributions under Part 4(b), all Employees shall be eligible to participate in the Plan who are are not (check one of the foregoing and then check all that apply below):

Non-union classified non-sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan

2. **This Amendment is effective October 1, 2023.**

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on 10/7, 2023.

City of Port St Lucie
EMPLOYER

By: 

Title: Finance Director

AMENDMENT
TO THE
BENCOR DEFERRED PAY 457 PLAN™ FOR GOVERNMENTAL EMPLOYEES
ADOPTION AGREEMENT
FOR
CITY OF PORT ST LUCIE 457(B) SPECIAL PAY PLAN

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 457(b) Special Pay Plan ("Plan") to remove the exclusion for "Charter Officers."

1. Part 3 of the Plan's Adoption Agreement is amended to restate subpart (a)(ii) as follows:

(ii) Other: Non-union classified non-sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan

2. This Amendment is effective October 1, 2023.

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on November 7 2023.

City of Port St Lucie
EMPLOYER

By: 

Title: Finance Director

**AMENDMENT
TO THE
BENCOR NATIONAL GOVERNMENT EMPLOYEES RETIREMENT PLAN™
ADOPTION AGREEMENT
FOR**

City of Port St Lucie 401(a) Special Pay Plan

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 401(a) Special Pay Plan ("Plan") to add Non-union classified sworn employees who, as of the effective date of this plan, do not have an existing Final Pay Deferral Plan.

1. Part 3 of the Plan's Adoption Agreement is amended to restate subpart (a) (ii) as follows:

(ii) For purposes of contributions under Part 4(b), all Employees shall be eligible to participate in the Plan who are are not (check one of the foregoing and then check all that apply below):

Non-union classified non-sworn employees who, as of the effective date of this plan, do not have an existing final pay deferral plan.

Effective on or after October 1, 2024, non-union classified sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan.

2. This Amendment is effective October 1, 2024.

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on October 31, 2024.

**City of Port St Lucie
EMPLOYER**

By: 
Title: Finance Director

**AMENDMENT
TO THE
BENCOR DEFERRED PAY 457 PLAN™ FOR GOVERNMENTAL EMPLOYEES
ADOPTION AGREEMENT
FOR**

City of Port St Lucie 457(b) Special Pay Plan

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 457(b) Special Pay Plan ("Plan") to add Non-union classified sworn employees who, as of the effective date of this Plan, do not have an existing Final Pay Deferral Plan.

1. Part 3 (a) of the Plan's Adoption Agreement is amended to add subpart (iii) as follows:

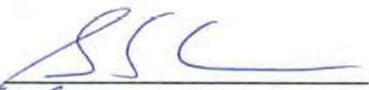
(ii) Other: Non-union classified non-sworn employees who, as of the effective date of this Plan, do not have an existing Final Pay Deferral Plan.

(iii) Other: Effective on or after October 1, 2024, non-union classified sworn employees who, as of the effective date of this Plan, do not have an existing final pay deferral plan.

2. This Amendment is effective October 1, 2024.

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on October 31, 2024.

**City of Port St. Lucie
EMPLOYER**

By: 
Title: Finance Director

**AMENDMENT
TO THE
BENCOR NATIONAL GOVERNMENT EMPLOYEES RETIREMENT PLAN™**

**ADOPTION AGREEMENT
FOR
CITY OF PORT ST LUCIE 401(A) SPECIAL PAY PLAN**

City of Port St Lucie ("Employer") hereby adopts this amendment to the City of Port St Lucie 401(a) Special Pay Plan ("Plan") to increase the minimum contribution amount, add contributions upon entrance into DROP and to allow in-service distributions for DROP participants.

1. **Part 4 of the Plan's Adoption Agreement is amended to restate the portion of subpart (b) as follows:**

(b) **For every eligible employee selected in Part 3(ii) above,** the following types of Employer Special Pay Contributions are provided under the Plan for which an Employee does not have the option of receiving a current cash payment in lieu of the contribution specified (*check each applicable contribution type and fill in other information, as applicable*):

(i) Employer contributions in the amount of 100 % of a Participant's accumulated and unused sick leave of not less than (check one and insert any minimum dollar amount or time period that must be contributed):

MINIMUM \$ 5,000 _____ days,

but not more than (check one and insert any maximum dollar amount or time period for contribution to the Plan):

MAXIMUM \$ _____ _____ days.

(ii) Employer contributions in the amount of 100 % of a Participant's accumulated and unused **vacation leave** of not less than (*insert any dollar amount or time period that must be contributed*):

MINIMUM \$ 5,000 _____ days

but not more than (check one and insert any maximum dollar amount or time period for contribution to the Plan):

MAXIMUM \$ _____ _____ days.

If both Part 4(b)(i) and 4(b)(ii) are selected, for purposes of meeting any minimum contribution requirement above, a Participant's sick and vacation leave shall be combined.

2. Part 4 of the Plan's Adoption Agreement is amended to restate the portion of subpart (b) as follows:

For purposes above, the Employer contributions shall be credited to each eligible Participant's Account (*check one or more as applicable*):

- for each Plan Year
- for the Plan Year of the Participant's retirement, other termination or entrance in a deferred retirement option plan (DROP)
- for the Plan Year(s) during which the Participant is enrolled in a Deferred Retirement Option Program authorized by applicable state or local law
- For the _____ (*maximum of 5*) Plan Year(s) preceding the year of the Participant's contracted retirement or other fixed termination of employment
- for each Plan Year as of the end of which the Participant has unused leave time

Any dollar amount of accumulated leave shall be based upon the product of the Participant's (*check one*):

3. Part 6 of the Adoption Agreement is amended by electing the following additional distribution option:

- (vii) **Other In-Service Distributions** - Although no distribution from an Account generally may be made to a Participant (or any Participant's Beneficiary) prior to the Participant's retirement, death, disability or other termination of employment with the Employer, a Participant reaching the age and service requirements for normal retirement under the FSS 185 Defined Benefit Plan shall constitute the occurrence of an event which, as described in Treasury Regulation Section 1.401-1(b)(ii), entitles the Participant to elect and receive a distribution in any form permitted by the Adoption Agreement and the Plan from that portion of his/her account attributable to contributions made under (*check one or both*) Part 4(a) and/or Part 4(b) of the Adoption Agreement, and any earnings attributable to such contributions, even though such Participant has not terminated employment with the Employer at the time of receipt of the distribution and notwithstanding any other provision of the Plan to the contrary. Any such in-service distribution shall be made pursuant to a written request of the Participant delivered to the Administrator on a form provided by, or in a manner prescribed by, the Administrator. The Administrator shall direct the Trustee to withdraw the amount requested from the Participant's Account and distribute it to the Participant, as provided in the Participant's instructions.

4. This Amendment is effective December 1st, 2024.

The Employer has caused this Amendment to be executed on its behalf by its duly authorized officer on December 1st, 2024.

City of Port St. Lucie
EMPLOYER

By: 
Title: Finance Director

(BENCOR.LENOVO1)
(05/16/2017)