

Statewide Hybrid Plan

Money Purchase Component



The Statewide Hybrid Plan - Money Purchase Component covers firefighters and police officers from departments that elect coverage under this plan after January 1, 2004, full-time clerical staff or other personnel employed by an affiliated Fire Protection District, Fire Authority or a County Improvement District, and Chiefs who have opted out of the Statewide Defined Benefit Plan.

MPC The Statewide Hybrid Plan - Money Purchase Component

Basic Plan Structure

The Statewide Hybrid Plan - Money Purchase Component, is an individual, self-directed retirement account that is available to a member at retirement until it is depleted. A Money Purchase Plan is also referred to as a Defined Contribution Plan.

Mandatory Contributions

The minimum combined member/employer contribution rate for the Statewide Hybrid Plan - Money Purchase Component is 16% of base salary. Higher contribution rates are accepted. Member mandatory contributions are submitted pre-tax.

Voluntary Contributions

Active members or employers may make voluntary contributions to the plan as long as the amount of contributions does not exceed the limits set forth by the Internal Revenue Code. Additional voluntary contributions made by the members will be made on an after-tax basis. Additional voluntary contributions from the employer are made on a pre-tax basis.

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Vesting

The Money Purchase Component has a 5-year graduated vesting schedule.

Vesting Schedule for the Money Purchase Component

From the first day of membership in the plan, the member is fully vested in the member contributions and any amounts “rolled over” to the plan for the member account.

The member will be vested in employer contributions according to the following schedule.

<u>Years of Service</u>	<u>Vested %</u>
Less than 1	0%
1 but less than 2	20%
2 but less than 3	40%
3 but less than 4	60%
4 but less than 5	80%
5 or more	100%

The member also becomes 100% vested in the employer account upon attaining age 55, regardless of years of service, death or permanent occupational or total disability prior to retirement.

Choice of Investment Options

The member directs the investment of the contributions made to the Money Purchase Component of the account. Members may choose from a wide variety of investment options offered through Fidelity Investments®.

Standard Plan Options

- A variety of mutual funds are available for a member to build their asset allocation strategy. These funds include three major asset classes (stocks, bonds, and short-term investments) and are monitored by the FPPA investment staff, Fidelity Investments, and an outside consulting team.
- *Target Date Funds (TDF)* – Also known as a lifecycle or age-based fund, these are funds in which the assets allocations gradually adjust to be more conservative as the investment option moves towards its target date.

Additional offerings are also available through a Fidelity *BrokerageLink* Account. This account allows the member to invest their contributions in a broad range of Fidelity and non-Fidelity mutual funds plus a wide range of individual securities not offered within the Standard Option Plan. There are extra fees associated with this account.

Until the member selects their investment option(s), the contributions will be deposited into the default fund, a target date fund which best matches the members expected retirement date (based on the members' birth date). The member can re-direct these contributions at any time via the phone or Internet.

Daily Valuation

The assets in the Money Purchase Component of the plan will be valued at the close of every business day, enabling the member to get updated balances daily.

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Withdrawals/ Distributions

Withdrawals

Withdrawals from the Money Purchase Component are allowed under any of the following conditions:

- The member separates from service with the fire or police department
- The member becomes disabled
- The member attains age 70 ½
- Payment is made to the member's beneficiary upon death

Distributions

The following distribution methods are available under the Money Purchase Component.

Lump Sum

The member may choose a lump sum for all or a portion of the Money Purchase Component.

Monthly Periodic Payments

The member may elect to have the monthly benefits payable over a certain time frame or may elect to receive a certain dollar amount per month until the account is exhausted.

Convert to a Monthly Lifetime Benefit

A member may elect to convert all or part of their account balance in their Money Purchase Component to a monthly lifetime benefit. The conversion must be done in one lump sum and is a one-time irrevocable decision. This monthly lifetime benefit is eligible for benefit adjustments and the member may also choose to provide for survivor benefits.

Annuity

The member may elect to purchase an annuity contract with all or a portion of their money purchase balance through an outside provider.

The member may choose one or a combination of the methods mentioned above.

Beneficiary Election

The member will elect a beneficiary for the Statewide Money Purchase Plan when they enter the plan. Members may establish and/or change beneficiary designations online through Fidelity's Online Beneficiary Services on the NetBenefits site, or you can call Fidelity Investments® at 1 (800) 343-0860.

Initial Enrollment

Upon enrollment in the Statewide Money Purchase Plan, Fidelity Investments® will mail a welcome letter to the member's home. The letter contains information that may help the member determine an investment strategy for the plan.

- ✓ Follow the letter's instructions and call Fidelity Investments® at 1 (800) 343-0860 to establish the investment elections. Until investment elections are provided to Fidelity, contributions to the member's account will be invested in a target date fund that best matches the members expected retirement date (based on the members' birth date).
- ✓ Complete the Beneficiary Designation online, or contact Fidelity Investments® at 1 (800) 343-0860. If a Beneficiary Designation is not provided to Fidelity, upon the member's death, the account balance will be distributed to their estate.

Managing the Money Purchase Component of the Statewide Hybrid Plan

Through Fidelity's automated phone service or Internet site, the member will be able to obtain account information and initiate most transactions when it is convenient.

Internet Account Access

www.NetBenefits.com/FPPA

NetBenefits is Fidelity's site that allows the member access to their account from any computer equipped with internet service. Through *NetBenefits*, the member will be able to view their account balances, make exchanges between investment options, change future contributions mixes, track contributions, access fund information, and change their beneficiary. FPPA also has a link to this site through the Fidelity Investments link at www.FPPAco.org.

Personal Identification Number (PIN)

The first time the member calls Fidelity Investments® or logs on to *NetBenefits*, they can select a PIN to ensure account privacy. If the member forgets the number, they can establish a new PIN by calling Fidelity. The member's PIN will enable access to their account via both the automated telephone service and *NetBenefits*. Once the PIN is set up, members will be asked to enter it at the beginning of all calls and when they log on to *NetBenefits*.

Automated Phone Service

1 (800) 343-0860 - Through Fidelity's toll-free telephone service, members can manage their account right over the phone virtually 24 hours a day, 7 days a week on an automated basis. Members can personalize a menu to quickly access the information they check regularly such as account balances and fund prices.

Knowledgeable Retirement Services Specialists

Fidelity Retirement Services Specialists can give members more information about the investment options available to them, provide them with information to determine an investment strategy to help them reach their retirement goals, and answer most questions about the plan. Additionally, representatives will be able to assist members when requesting a withdrawal. Fidelity Retirement Services Specialists are available at 1 (800) 343-0860.

Investment Education

Whether a member is just getting started or getting ready to retire, Fidelity Investments® offers educational resources to help plan for retirement.

- **Visit an Investor Center** – visit or call one of the local investor centers available to talk with experienced investment specialists who are able to conduct a portfolio review, create a comprehensive income plan, or you can also attend educational seminars, or just get a “Quick Check” on your asset allocation strategy.
- **One-on-One Consultation** – is available to review your portfolio and discuss your savings and investing needs with a Fidelity Workplace Planning and Guidance Consultant. Call 1 (800) 642-7131, or click on the Fidelity tab from www.FPPAco.org
- **Portfolio Advisory Service at Work** – a managed account service which allows the member to delegate day-to-day management of their account to Fidelity Investment professionals. There is an additional fee for this service.

In addition FPPA representatives will be at each workplace periodically to conduct educational meetings and to meet with members one-on-one.

FPPA

Fire and Police Pension Association of Colorado

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This plain language document is intended for informational purposes only. Official interpretations or determinations are based upon the statutes, plan document and rules and regulations which govern this plan. The statutes and rules may be found at www.FPPAco.org