

FIRST AMENDMENT

CITY OF LEXINGTON, NEBRASKA, POLICE OFFICERS' PENSION PLAN

The City of Lexington, Nebraska, Police Officers' Pension Plan (the "Plan"), as most recently amended and restated effective January 1, 2015, is hereby amended to incorporate revisions to the Police Officers Retirement Act under Nebraska 2025 Legislative Bill 179, and to make a clarification in Section 3.5, as follows:

I.

The first sentence of Section 3.5 of the Plan is hereby amended to clarify such provision, as follows:

"In the event that after two or more years of employment as a Police Officer by another first-class city in Nebraska, a Police Officer terminates his or her employment with such other city for the purposes of becoming a Police Officer of the City, and such new employment commences within one hundred twenty days of the termination of employment, the full accumulated value of his or her employee account and the vested portion of his or her employer account at the time of termination may be directly transferred to this Plan."

II.

Section 5.3 of the Plan is hereby amended effective October 1, 2025, as follows:

"5.3 Employee Contributions. Prior to October 1, 2013, each Participant will have employee contributions deducted from his or her periodic salary payments in an amount equal to six percent (6%) of the Participant's Compensation for such period. Effective with periodic salary payments made on or after October 1, 2013 and through September 30, 2015, each Participant will have employee contributions deducted from his or her periodic salary payments in an amount equal to six and one-half (6.5%) of the Participant's Compensation for such period. Effective with periodic salary payments made on or after October 1, 2015, and through September 30, 2025, each participant will have employee contributions deducted from his or her periodic salary payments in an amount equal to seven percent (7%) of the Participant's Compensation for such period. Effective with periodic salary payments made on or after October 1, 2025, each participant will have employee contributions deducted from his or her periodic salary payments in an amount equal to nine percent (9%) of the Participant's Compensation for such period. Such employee contributions shall be credited to the Participant's employee contribution account on a monthly basis, and shall be paid to the Pension Fund no later than the fifteenth (15th) day of the month following the month in which the employee contributions were deducted by the City from the Participant's salary."

III.

The foregoing amendments to the Plan shall supersede the existing provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. The

remaining terms and provisions of the Plan are hereby confirmed and ratified in all respects except insofar as the foregoing provisions of this Amendment amend the same.

IN WITNESS WHEREOF, the City of Lexington, Nebraska, as Employer, has caused this First Amendment to the Plan to be executed by its duly authorized City officer.

Executed this _____ day of _____, 2025.

CITY OF LEXINGTON, NEBRASKA,
Employer

By: _____

Its: _____