

AMENDMENT TO THE
CITY OF CANYON LAKE
PARS DEFINED CONTRIBUTION PLAN

WHEREAS, the City of Canyon Lake (the "Employer") has previously adopted the City of Canyon Lake PARS Defined Contribution Plan (the "Plan") effective December 1, 2021, for the benefit of eligible employees; and

WHEREAS, the Employer reserves the right to amend the Plan from time to time pursuant to Section 7.3 of the Plan; and

WHEREAS, the Employer desires to amend the Plan to extend eligibility to full-time Police Safety Management Employees, hired on or after September 25, 2025, and full-time, regular Police Safety Employees, hired on or after September 25, 2025, and to apply such eligible employees with the same Employee and Employer contribution rates as are currently applicable to Fire Safety Employees under the Plan.

NOW, THEREFORE BE IT RESOLVED, the Plan is hereby amended effective September 25, 2025, as follows:

- 1. Article I, Section 1.1, Eligibility for Participation, is hereby amended in its entirety as follows:

1.1 Eligibility for Participation

An Eligible Employee shall participate in this Plan if he or she meets the eligibility requirements under one of the following tiers:

Tier I

- (a) is a full-time, fire management Employee of the Employer, on or after December 1, 2021, or a full-time police safety management Employee of the Employer, hired on or after September 25, 2025; and
- (b) is not eligible to participate under Tier II or Tier III of this Plan.

Tier II

- (a) is a full-time, regular fire safety Employee of the Employer, on or after December 1, 2021, or a full-time, regular police safety Employee of the Employer hired on or after September 25, 2025;
- (b) employed by the Employer for a period of one or more years; and
- (c) is not eligible to participate under Tier I or Tier III of this Plan.

Tier III

- (a) is a full-time, regular fire safety Employee of the Employer hired on or after July 1, 2023, or a full-time, regular police safety Employee of the Employer hired on or after September 25, 2025;
- (b) employed by the Employer for a period of less than one year; and
- (c) is not eligible to participate under Tier I or Tier II of this Plan.

- 2. All other provisions of the Plan shall remain in full force and effect.

IN WITNESS THEREOF, this Amendment is hereby adopted effective as of the date executed below.

CITY OF CANYON LAKE

By: _____
Arron Brown

Its: City Manager

Date: _____