POLICE & FIRE DEPARTMENT RETIREMENT PLAN
POLICY ON ELECTION OF BOARD OFFICERS

NOMINATION PROCESS

1) At the November regular meeting of the Board, the Board shall seek nominations for the positions of Board Chair and Board Vice-Chair. Nominees must be nominated by another voting member of the Board. Nominees may accept or decline the nomination.

ELECTION PROCESS

2) At the December regular meeting of the Board, the Board will elect one of the Board Chair nominees and one of the Board Vice-Chair nominees to fill the respective roles by open vote. An affirmative vote of six (6) board members is required to select the Board Chair and the Board Vice-Chair.

3) Run-off Elections: In the event there are more than two nominees, and none receives six (6) votes, then a run-off will be held between the two nominees with the highest number of votes.

4) Deadlock and Reset: If an election for either position fails to result in a nominee receiving six (6) votes, the Board will make a good faith effort to achieve such votes during the regular board meeting. If, after two consecutive voting rounds (including any run-off), no nominee receives six (6) votes, the Board may, by majority vote, declare a deadlock and formally close the current election process for the affected position for the regular board meeting. Nominees may voluntarily withdraw at any time. Withdrawal is not required for the nomination reset.

5) In the case of a Deadlock, board members need to fill the deadlocked position on an interim basis. In the event of a Deadlock regarding the election of the Board Chair, the Vice-Chair shall assume the role of interim Board Chair. If a Deadlock occurs in the selection of the Vice-Chair, the Board Chair shall designate an interim Vice-Chair.

6) Follow-up Elections: A follow-up election shall be scheduled for the next regular board meeting, where nominations for the vacant position shall reopen. Previous candidates for the affected position may be renominated, and new nominations accepted. A follow-up election will be repeated at subsequent meetings until a candidate is elected.

7) It is the Board's intent that the new Board Chair and Board Vice-Chair begin their terms starting with the January regularly scheduled board meeting.

TERMS, LIMITS & QUALIFICATIONS

8) The terms of the Board Chair and Board Vice-Chair positions shall be one year.

9) The standard term limit shall be two consecutive terms. No individual may occupy the same position (i.e. Board Chair or Board Vice-Chair) for more than two consecutive terms without the affirmative vote of seven (7) voting board members.

10) The Board Chair and Board Vice-Chair shall be from different groups of board members. One group is comprised of those who are participants in the Plan. The other group is comprised of those who are not participants in the Plan.

11) Notwithstanding paragraph 10 above, if, after a good faith effort to identify nominees from the requisite group, no board member from the requisite group is willing and able to run as

Board Chair or Board Vice-Chair, then the Board may elect an individual from the other group.

MID-TERM CHANGES

12) In the event of a mid-term vacancy in the Board Chair position, the Board Vice-Chair shall immediately assume the position of Board Chair for the balance of the term, and the Board Vice-Chair vacancy will then be filled for the balance of the term in accordance with the rules contained in this policy.

13) In the event of a mid-term vacancy in the Board Vice-Chair position, nominations for a replacement member will be taken at the next possible regular meeting, and an election will be held at the next regular meeting immediately following that, in accordance with the rules contained in this policy.

14) A vote of seven (7) of the nine (9) voting Board members shall be required to end the service of a Board Chair or Board Vice-Chair before he or she completes a full term.

POLICY REVIEW & HISTORY

15) The Board shall review this policy at least once every five years.

16) The Board adopted this policy on August 1, 2013. Reviewed and amended June 1, 2017; December 6, 2018; January 7, 2021; November 3, 2021; December 7, 2023; ,November 6, 2025.

17) Any decision to amend this policy shall require a vote of six (6) voting Board members.