

ORDINANCE NO. 5297

AN ORDINANCE ADOPTING AMENDMENTS TO THE CITY OF GRAND JUNCTION POLICE AND FIRE 401(A) RETIREMENT PLANS

Recitals:

Article XI, Section 88, of the City Charter requires that the City Council act by ordinance to continue, alter, establish, provide for, and amend pension plans. While the City does not provide pensions to most retired employees, it does provide certain retirement plans, one of which is a defined contribution retirement plan in accordance with Section 401(a) of the Internal Revenue Code ("401(a) Plan"). Consistent with past City practice, the City Council considers and approves in accordance with the Charter changes to retirement plans. This is such an ordinance.

On November 19, 2025, the City Council adopted Ordinance 5286, which established the City's 2026 budget and made appropriations to support planned expenditures. That ordinance included funding for a scheduled increase to the City's employer contribution for the Fire and Police 401(a) Plans. This schedule provides for a 0.35% increase in 2026, followed by annual increases of 0.5 percent through 2030, at which time the employer contribution rate will reach 13 percent.

Colorado House Bill 20-1044 established a phased increase in employer contribution rates for the Fire and Police Pension Association ("FPPA") Defined Benefit Plan through 2030. Aligning the Police and Fire 401(a) employer contribution schedule with the FPPA employer contribution schedule maintains alignment across public safety retirement plans.

Currently, all sworn Police employees and a limited group of sworn Fire employees who elected to opt out of FPPA participation in 2018 participate in the City's Police and Fire 401(a) retirement plans. All other sworn Fire employees, and all future sworn Fire hires, are required to participate in the FPPA Defined Benefit Plan. Under House Bill 20-1044, employer contributions for FPPA participants will continue to increase through 2030. Without action by the City, the employer contribution rate for sworn Police employees and the limited group of sworn Fire employees participating in the 401(a) plans would remain unchanged, resulting in misalignment between public safety retirement benefit structures.

**NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF
GRAND JUNCTION THAT:**


1. The foregoing Recitals are incorporated by reference.
2. The City Council does continue, alter, and amend as generally set forth below, and as specifically provided in the plan documents for the City of

Grand Junction Fire and Police 401(a) Defined Contribution Plans, adopted and amended in accordance with Article XI, Section 88 of the Charter of the City of Grand Junction, the City's employer contribution for participating employees. The employer contribution shall be increased to 11% in 2026 and shall increase by 0.5 percent annually through 2030, at which time the employer contribution shall reach 13 percent.

3. In addition to the employer contribution schedule authorized herein, the City Manager is authorized to establish and administer a supplemental employer retirement contribution for the Fire Chief and Police Chief, if needed, to support alignment with executive-level retirement contribution structures, subject to annual budget appropriation and consistent with applicable federal law and plan documents.
4. All lawful acts heretofore and hereafter taken by the City and its officers, agents, and employees in funding, managing, and administering the 401(a) retirement plans as adopted and amended are hereby ratified.
5. Any ordinance(s) or part thereof and/of any plan document inconsistent with the provisions of this Ordinance are hereby repealed.

INTRODUCED ON FIRST READING this 7th day of January 2026 and authorize to be published in pamphlet form.

PASSED, ADOPTED AND APPROVED this 21st day of January 2026 and authorized to be published in pamphlet form.



Cody Kennedy
President of the City Council



ATTEST:



Selestina Sandoval
City Clerk

I HEREBY CERTIFY THAT the foregoing Ordinance, being Ordinance No. 5297 was introduced by the City Council of the City of Grand Junction, Colorado at a regular meeting of said body held on the 7th of January, 2026, and the same was published in The Daily Sentinel, a newspaper published and in general circulation in said City, in pamphlet form, at least ten days before its final passage.

I FURTHER CERTIFY THAT a Public Hearing was held on the day of the 21st of January 2026, at which Ordinance No. 5297 was read, considered, adopted, and ordered published in pamphlet form by the Grand Junction City Council.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of said City this 26th day of January 2026.


Deputy City Clerk

Published: January 10, 2026
Published: January 24, 2026
Effective: February 23, 2026

