



# Board Agenda Background

**Date:** 1/6/2026  
**To:** Board of County Commissioners  
**Through:** Colton Rohloff, County Manager  
**From:** Peter A. Lichtman, County Attorney  
Ron Thornton, Sheriff  
**Subject:** Consideration of Resolution R-26-13, A Resolution Stating the Intent of the Board of County Commissioners to Initiate a Partial Withdrawal of Current Sheriff's Office Peace Officers from Participation in the Colorado Retirement Association 401(a) Retirement Plan – Peter Lichtman and Ron Thornton

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## RECOMMENDATION

The Sheriff recommends approval of Resolution R-26-13, A Resolution Stating the County's Intent to Partially Withdraw from the Colorado Retirement Association as a Participating Employer on Behalf of its Sworn Peace Officers.

## BACKGROUND

On October 7, 2025, and October 21, 2025, the Board conducted work sessions to discuss the potential transition of Sheriff's Office peace officers to the Fire and Police Pension Association (FPPA) retirement system. Voter approval for FPPA consideration was granted in 2024, and the County has since reviewed cost projections, plan requirements, and employee interest. On October 7, 2025, the Board heard presentations from both the Colorado Retirement Association (CRA) and the FPPA. Both associations were provided an opportunity to present information to the Board regarding the advantages and disadvantages of withdrawing from the CRA and joining the FPPA.

Subsequently, the Sheriff's Office conducted an internal survey regarding retirement preferences, and staff compiled comparative information on FPPA and the Colorado Retirement Association (CRA), including estimated marginal costs and contribution scenarios. Letters were also received from both current and prospective law enforcement officers describing how retirement options influence their employment decisions. These materials, along with cost comparisons and survey results, were provided for Board review to support discussion on potential next steps regarding FPPA participation. At the Board meeting on October 21, 2025, after considering all the information provided to it, the Board gave direction to staff to pursue the next steps in the process to transition Sheriff's Office peace officers from the CRA to the FPPA.

CRA is a multi-employer plan established under Colorado state statute to serve as an instrumentality of the local government members. The withdrawal process is unique, and different than changing vendors on a simple single employer plan. There are a series of steps and procedures required to withdraw from the CRA. This information is found in the CRA 401(a) and 457(b) plan documents, Colorado Revised Statutes (C.R.S.), and the CRA Procedures Manual. All are attached to this memorandum.

The withdrawal process is specifically defined in C.R.S. § 24-54-106(3). Now that the Board has heard a presentation from the associations, the Board must file a resolution with the CRA stating its intent to withdraw current employees who are peace officers from participation in the CRA 401(a) plan. Resolution R-26-13 meets the requirement and is being offered to the Board for approval.



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This is just the initial step in the process. The withdrawal does not become effective until *at least* 90 days from the date the resolution is filed with CRA (the effective date shall be the first day of the month immediately following the month in which the waiting period expires – i.e., May 1, 2026). During that waiting period, the following will take place:

- CRA may conduct multiple informational presentations to affected peace officers, outlining advantages and disadvantages of withdrawal.
- CRA will monitor a secret ballot election of active 401(a) plan peace officer contributors on whether to move to FPPA -- approval for withdrawal from at least 55% of all affected is required.
- Secure CRA board approval for the withdrawal.

If approved, each affected peace officer shall elect in writing whether to remain in the defined contribution plan or transfer to the FPPA defined benefit plan, before the effective date (peace officers who do not submit written notice will be considered as choosing to remain in the CRA 401(a) Retirement Plan). Peace officers hired on or after the effective date in the FPPA retirement plan become enrolled in the FPPA plan.

## **ATTACHMENTS:**

1. Resolution R-26-13
2. C.R.S. § 24-54-106
3. CRA 401(a) Retirement Plan and Trust, Section 6.11(b) – Partial Withdrawal of Participating Employer – Peace Officers
4. CRA Operations Manual Section 1.8 Withdrawal Procedures from CRA Membership, as referenced in 401(a) plan document Section 6.1