

of any "Retirement Plan" of the said Fire Department as hereinafter authorized, and such principal and interest on any encumbrances on the real estate owned by said fire department as may be due, that are necessary to properly establish, maintain and operate said fire department. Should the tax so collected in any one year be inadequate to defray the said costs, expenses, claims and demands, such deficiency may be added to the amount required for the next ensuing year and collected in the next year's taxes. For the benefit of the paid employees of the Fire Department, the said Chevy Chase Fire Department, Inc., is authorized and empowered to establish a "Retirement Plan", which shall be operated upon a sound actuarial basis and which shall conform in general with the provisions of recognized retirement plans operated by public or private agencies, with such additions and variations as may be appropriate in the case of the said Fire Department. Such retirement plan shall be established by the said Chevy Chase Fire Department, Inc., by contract or contracts with an insurance corporation or insurance corporations duly qualified by law, by trust agreement or agreements with a corporation or corporations qualified by law to act as fiduciary or by such combination of the foregoing as may be deemed advisable, and such modifications or amendments to such retirement plan as may from time to time be necessary or advisable shall be effected in like manner, provided that no vested rights in such plan shall be thereby impaired. Such contract, contracts, trust agreement or agreements shall designate the maximum annual payment or the maximum annual proportion of the tax levy which may be applied in the operation of the retirement plan, and the Chevy Chase Fire Department, Inc., shall not be liable for payments into the retirement plan in excess of such amount or proportion so designated. The said Chevy Chase Fire Department, Inc., shall prescribe in such retirement plan (a) the nature and amount of benefits payable thereunder, which may include retirement pensions, disability pensions, or health or accident benefits, for the paid employees of the Fire Department, or death benefits for the dependents of the said employees, or any one or more of the foregoing, and (b) the conditions and qualifications under which the employees of the Fire Department, or their dependents, shall become entitled to coverage under the retirement plan, shall be qualified for benefits thereunder, or shall become disentitled to such benefits. The said Chevy Chase Fire Department, Inc., may require that each employee thereof, as a condition precedent to initial employment, continued employment, or coverage under the plan, as may be prescribed, shall authorize a deduction of a specified percentage of his salary or other