



City of Waukesha
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City of Waukesha Cover Sheet

Committee: Deferred Compensation Board	Meeting Date: 12/09/2025
ID Number: #25-02679	Ordinance/Resolution Number (if applicable):
Name of Submitter: Kailey Anderson, Asst HR Director	Target Next Board/Council Meeting Date: 12/16/2025
Agenda Item Title: Review and possible action on adding a ROTH investment option with the City's Mass Mutual deferred compensation plan.	

Issue Before the Board/Council: The current Mass Mutual deferred compensation plan does not have a ROTH investment option for employees to enroll in. It has been requested by multiple employees and now our Mass Mutual representative, Scott Goodwin, to update our plan to add the ROTH option.
Options & Alternatives: Not approve the addition of the ROTH option.
Additional Details: A Roth deferral allows employees to contribute to their retirement plan using after-tax dollars. That means employees will not get a tax break on the contributions today, but their money can grow tax-free. Qualified withdrawals in retirement are also tax-free.
What is the Strategic Plan Priority this item relates to: Financial Stability.
What impact will this item have on the Strategic Plan Priority? This aligns with the financial stability priority of the strategic plan. By approving the plan updates, employees will be allowed greater investment options for their retirement.
Financial Remarks: There is no financial impact with this policy.

Suggested Motion: I move to approve the request to add a ROTH deferred compensation option to the City's Mass Mutual plan as presented.

Reviewed By:

Finance Director Joseph P. Ciurro	Date Reviewed
City Attorney Brian Running	Date Reviewed
City Administrator Anthony W. Brown	Date Reviewed 12/8/2025