

**CITY OF WAUKESHA****Administration**

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Common Council Item Number: Click here to enter text.	Date: 8/19/2015
Submitted By: Donna Whalen, HR Mgr./Asst. City Attorney	City Administrator Approval: Kevin Lahner, City Administrator KML
Finance Department Review: Rich Abbott, Finance Director (n/a)	City Attorney's Office Review: Brian Running, City Attorney BR
Subject: Adoption of proposed City of Waukesha Eligible Deferred Compensation Plan with or without the option to make Roth contributions.	

Details:
The City has agreements with the following entities to administer deferred compensation programs for City employees: ICMA; Mutual of America; Metropolitan Life; and Nationwide. The City also allows employees to participate in the State of Wisconsin Deferred Compensation Program. It has been a number of years since the City's master agreement and/or subsidiary agreements have been reviewed and amended to comply with requirements of IRS regulations relating to 457(b) deferred compensation programs for municipal employers. This update is necessary and the need is immediate. (The State of Wisconsin plan is administered by the State of Wisconsin and not by the City of Waukesha. No changes are needed with regard to the State of Wisconsin Deferred Compensation Program.) Attached are the proposed City of Waukesha Eligible Deferred Compensation Plan(s) drafted by outside legal counsel which would govern the programs offered by ICMA, Mutual of America, Metropolitan Life and Nationwide. Two versions of the Plan are presented: one version reflecting current options and one version which also incorporates a Roth option. A summary entitled "Plan Highlights" is included which further explains the specifics of this agenda item.

Options & Alternatives: Plan must be updated. A decision needs to be made whether to include Roth contributions under the ICMA, Mutual of America, Met Life and Nationwide plans. (Roth contributions can already be made under the State of Wisconsin plan.)

Financial Remarks:
No additional funding is needed to continue the current deferred compensation program options. Additional staff time may be required for accounting purposes if the Roth contribution option is approved. This staff time can be absorbed into current payroll functions..

Executive Action:
Recommend approval of the proposed City of Waukesha Deferred Compensation Plan with or without the option to make Roth contributions.



Committee Recommendation: