

2025



Legislative Reference Bureau

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DEFERRED COMPENSATION



2025 Proposed Plan and Executive Budget Review

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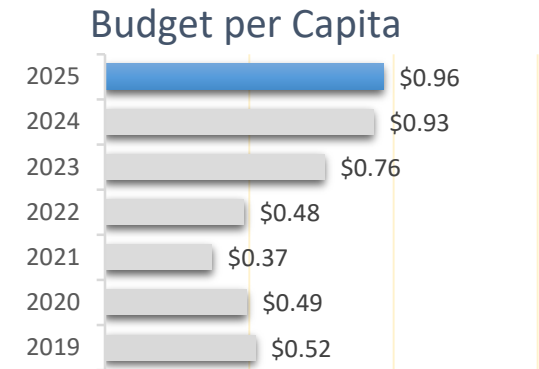
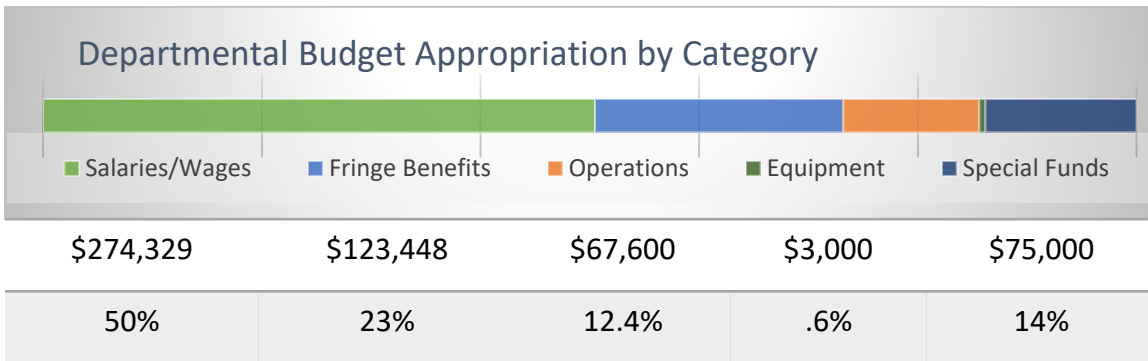
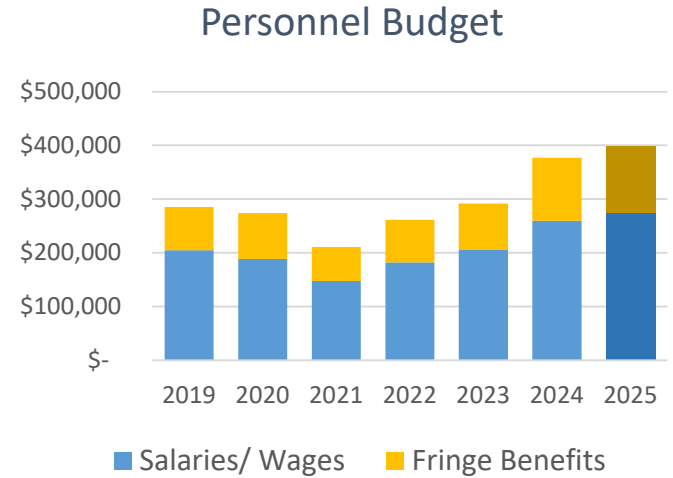
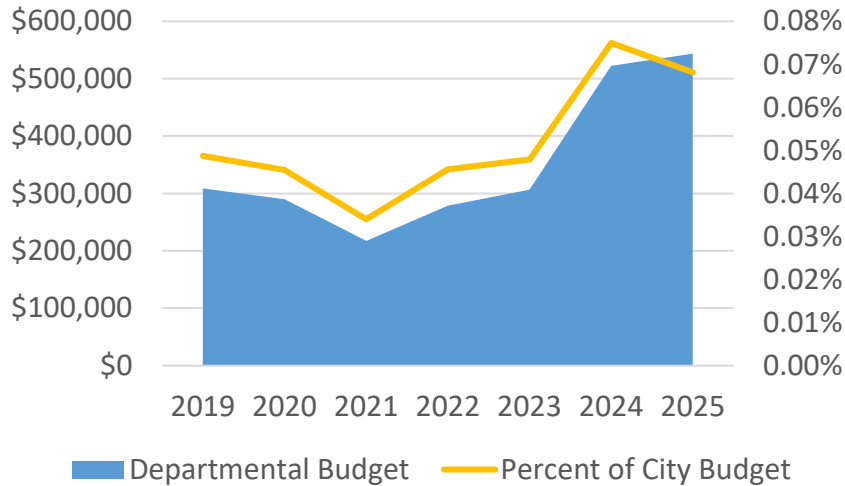
Budget Hearing: 1:00 pm on Tuesday, October 8, 2024

\$543,377
Proposed 2025 Budget + ARPA

\$543,377
Proposed 2025 Budget

+\$20,950
Overall Change from 2024

\$543,377
Requested 2025 Budget



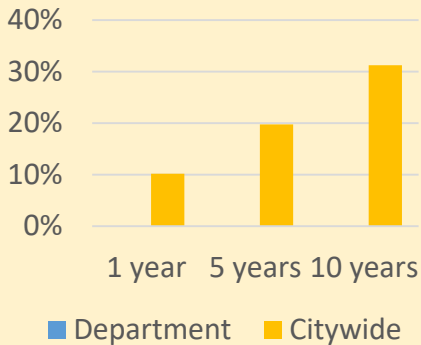
+5.6%

% change in Salaries and Wages
from 2024 Budget
(including ARPA funds in 2024)

+\$14,448

Change in Salaries and Wages
from 2024 Budget
(including ARPA funds in 2024)

Retirement Eligible



Staffing Vacancies

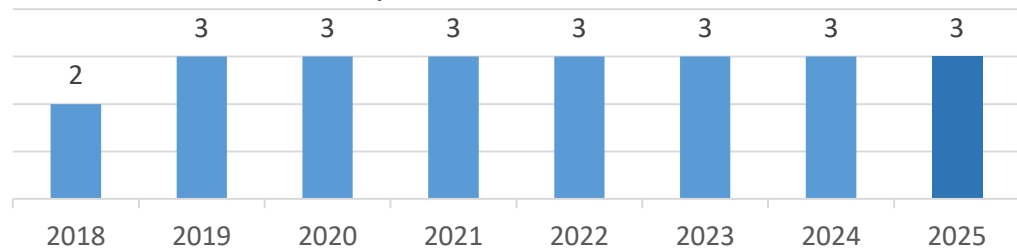
The department has one vacancy for the position of Deferred Compensation Plan Services Assistant.

Staffing Update

There are no staffing updates.

0 Change in Positions	0% % Change in Positions
1 Current Vacancies	0 Voluntary Separations In 2024

Department Positions



9,693

Total active and retired Deferred Compensation Plan participants as of December 31, 2023.

90% vs 89%

2022 and 2023 Plan participation rates, respectively. Prior to implementing the “Opt-Out” participation strategy in Fall 2016, the participation rate was 65%.

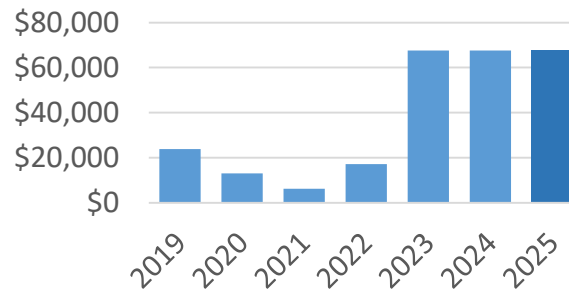
\$1,118,935,433

Plan assets as of December 31, 2023, a 10.0% increase (from \$1,016,979,591) over 2022.

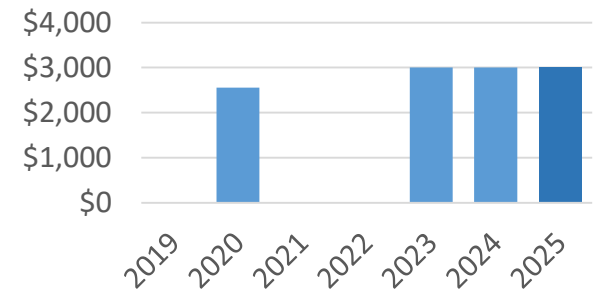
3%

Default percentage of wages for contributions unless participants choose to contribute a different percentage of wages or to “Opt Out.”

Operating Expenditures Budget



Equipment Budget



Revenue

Revenues are expected to be \$543,377 in 2025, a 4.0% increase from 2024. Department revenues match total department expenditures. Department expenditures, including salaries and operating, are paid for through the Plan and participant fees. There is no City tax-levy support.

Special Purpose Accounts

There are no special purpose accounts for this department.

Grants

This department receives no grant funding.

Capital Programs and Projects

There are no capital requests for this department.

7

Number of years the Deferred Compensation Plan Board has been in contract with Voya. The contract was renewed for an additional 5 years in 2021.

15

Investment options available within the Deferred Compensation Plan, including 9 age-specific Target Date funds, 5 Core funds, and the Self-Directed Brokerage Account option.

1,138

Total number of Plan participant loans.

862

Total employees participating in financial wellness activities (seminars, consultations, retirement workshops).

Special Funds

Contingency funds cover any unexpected expenses. Funds may only be expended upon Deferred Compensation Board approval.

TOTAL \$75,000

Recent Service Highlights

- Compiled and circulated a comprehensive annual fee disclosure.
- Continued expansion of the Financial Wellness component in the City’s Wellness Program.
- Received the following awards for a participant testimonial video highlighting a father and son’s experience about how this benefit has made a difference in their lives: 2024 Dotcomm Gold Award, 2024 Viddy Award, and the 2024 Hermes Creative Awards.
- Received the 2024 NAGDCA Leadership Award in the category of Holistic Financial Wellness.

Racial Equity and Inclusion

Over the last 7 years, the Plan has closed several disparity gaps in retirement participation and savings amongst employee populations. The October 2016 deployment of automatic enrollment and re-enrollment Plan design changes have significantly impacted Plan participation and contribution increases when benchmarking results amongst race/ethnicity and gender categories.

When comparing rates between September 2016 to June 2024, the following drastic improvements have occurred: amongst Black/African American employees, the Plan participation rate increased from 62% to 91% and the average savings rate increased from 4% to 5.2%. Amongst Hispanic/Latino employees, the Plan participation rate increased from 69% to 87% and the average savings rate increased from 5.1% to 6.0%. Amongst female employees, the Plan participation rate increased from 66% to 91% and the average savings rate increased from 5% to 6.1%.