



# 2023 Plan Sponsor Review

February 29, 2024

**MissionSquare**  
RETIREMENT





# Our Purpose and Those We Serve

**MissionSquare**  
RETIREMENT



## Serving Those Who Serve

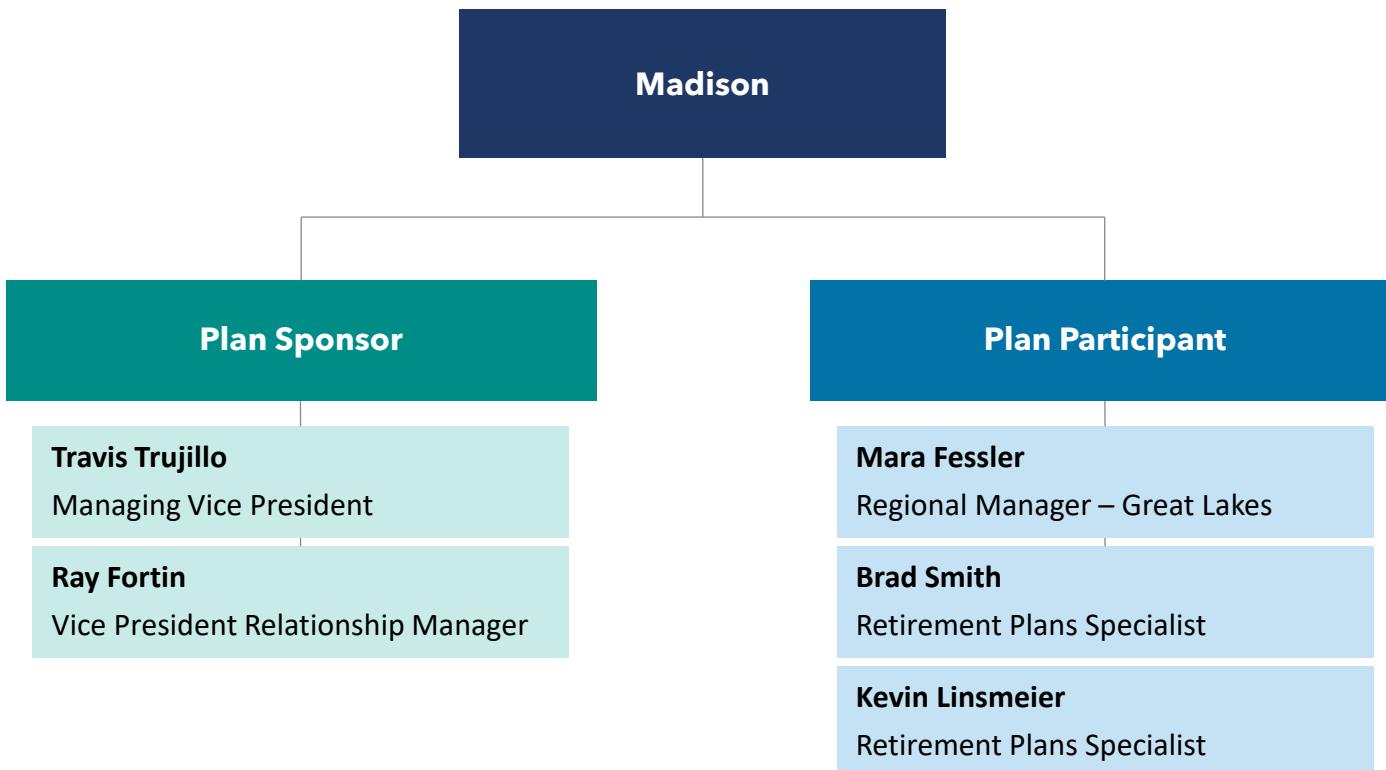
**One mission – helping you and the communities you serve.**

**It's in our name.** MissionSquare Retirement is a nonprofit with no shareholders. We focus solely on our mission – helping build retirement security for public sector employees.

And it doesn't end there. We invest in you and the programs that benefit the communities you serve and live in.



# Service Team



**MissionSquare Retirement is honored  
to have partnered with you for**



**50 years**



# 2023 Plan Review

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# Balance Summary

## December 31, 2023



Balance  
**\$166.7M**  
Participant Accounts  
**1,923**

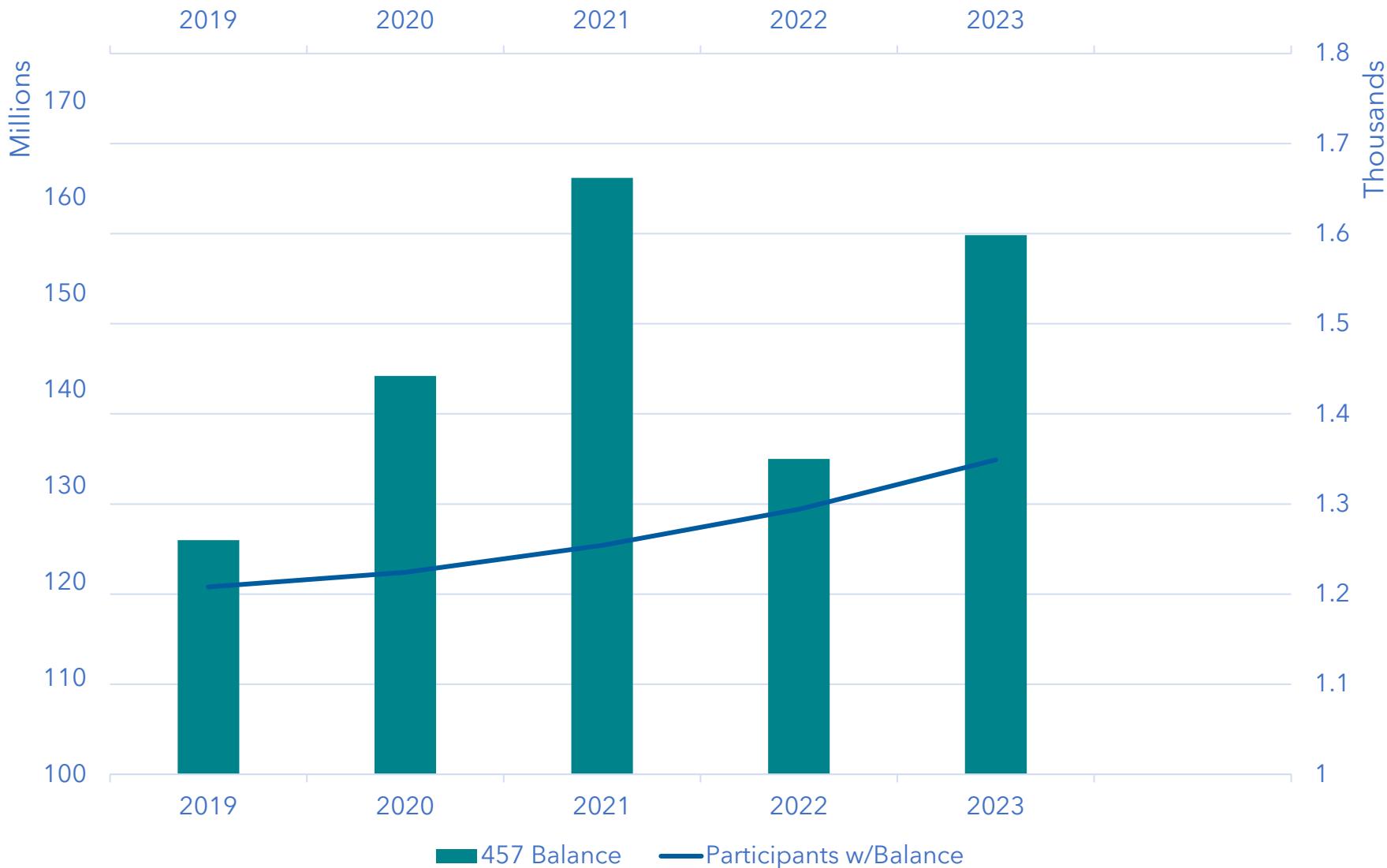


### Balance Summary Details

Plan	Balance	Participant Accounts	Average Balance	Median Balance
457 (300149) CITY OF MADISON	\$156,091,676	1,349	\$115,709	\$47,839
RHS (800034) CITY OF MADISON	\$1,383,081	28	\$49,396	\$24,950
RHS (803160) CITY OF MADISON	\$9,193,206	546	\$16,837	\$16,421



# Plan Balance and Participant Growth





# 457 Plan Employee Status

## December 31, 2023



Participant Status as of 12/31/2023	Total Count	Total Balance
Unknown	6	\$320,790.16
Active Contributing	869	\$82,160,533.27
Active Not Contributing	77	\$5,296,476.69
Separated from Service	397	\$68,313,875.47
Separated w/o Balance	13	\$0.00
<b>TOTAL</b>	<b>1,362</b>	<b>\$156,091,675.60</b>

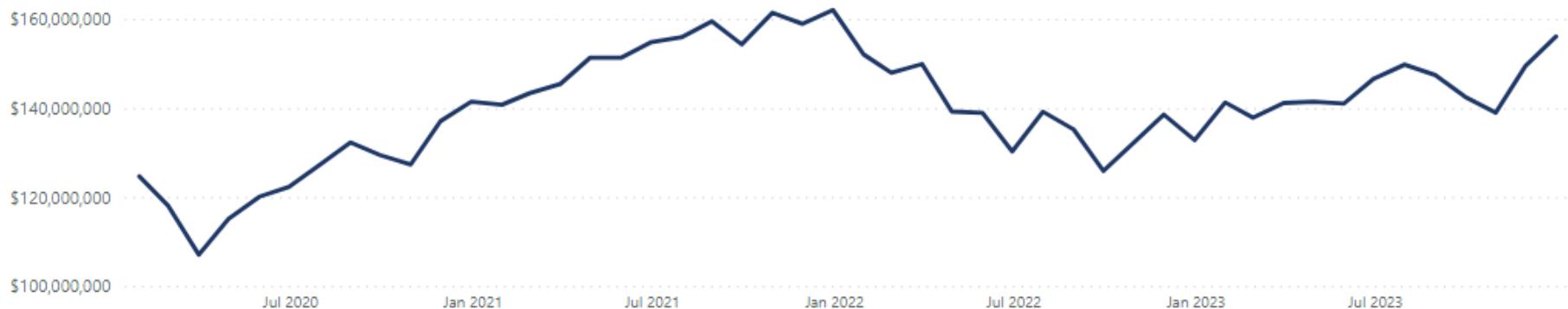


# 457 Balance & Participant Trends

December 31, 2023



## Balance Trend (Month End)



## Participant Accounts (Month End)

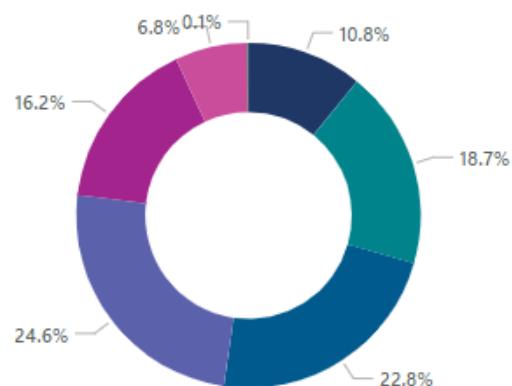


# Plan Asset Allocation

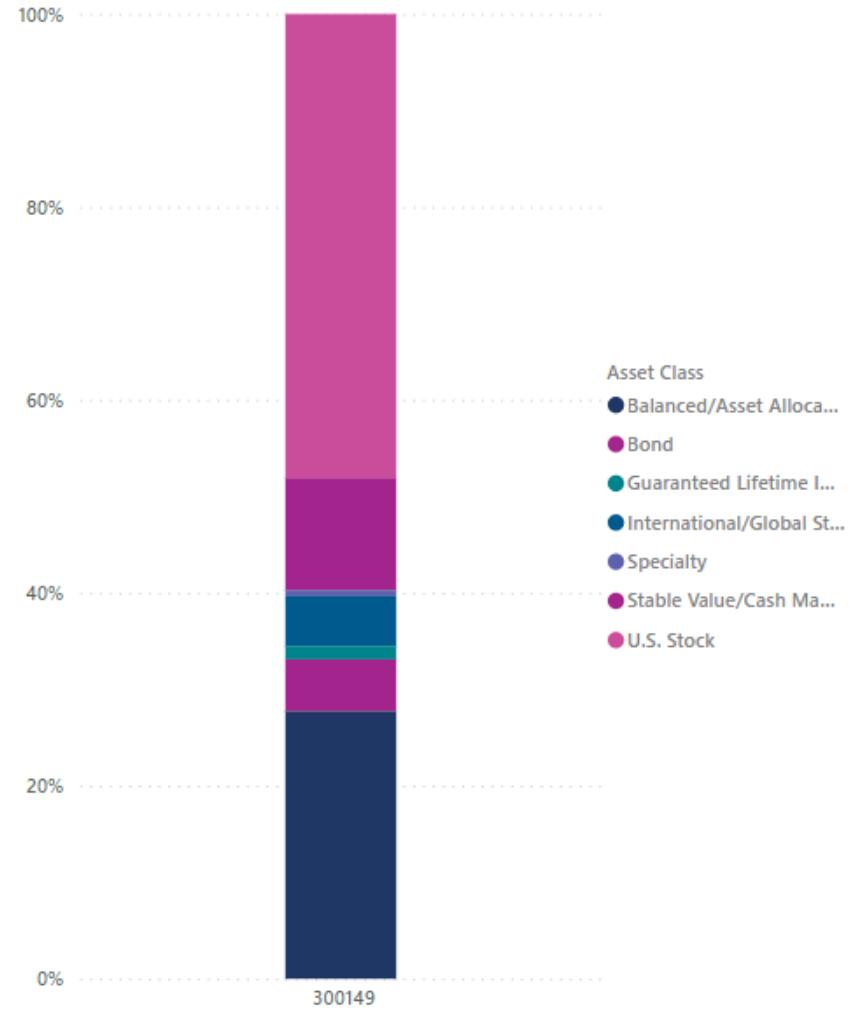
## December 31, 2023



Participant Count by Age Group

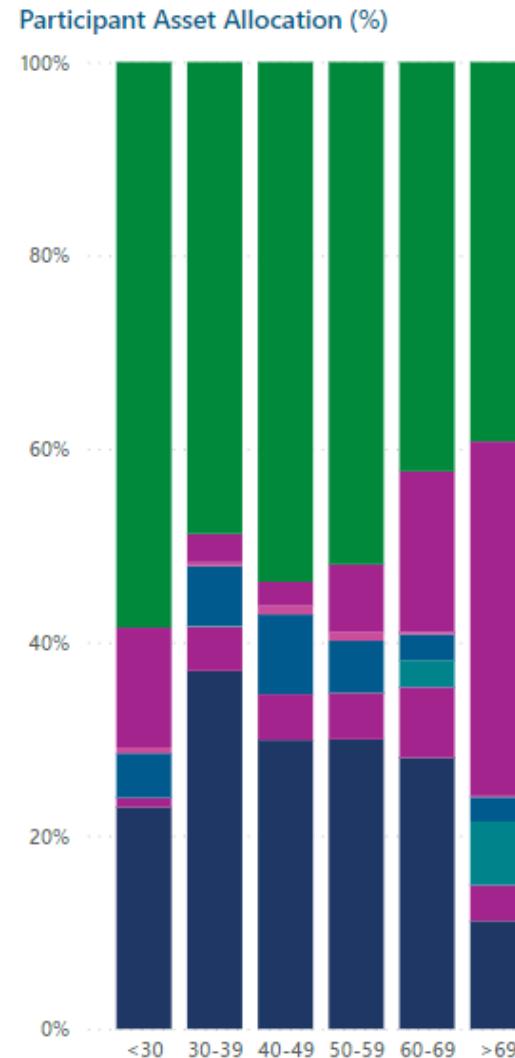
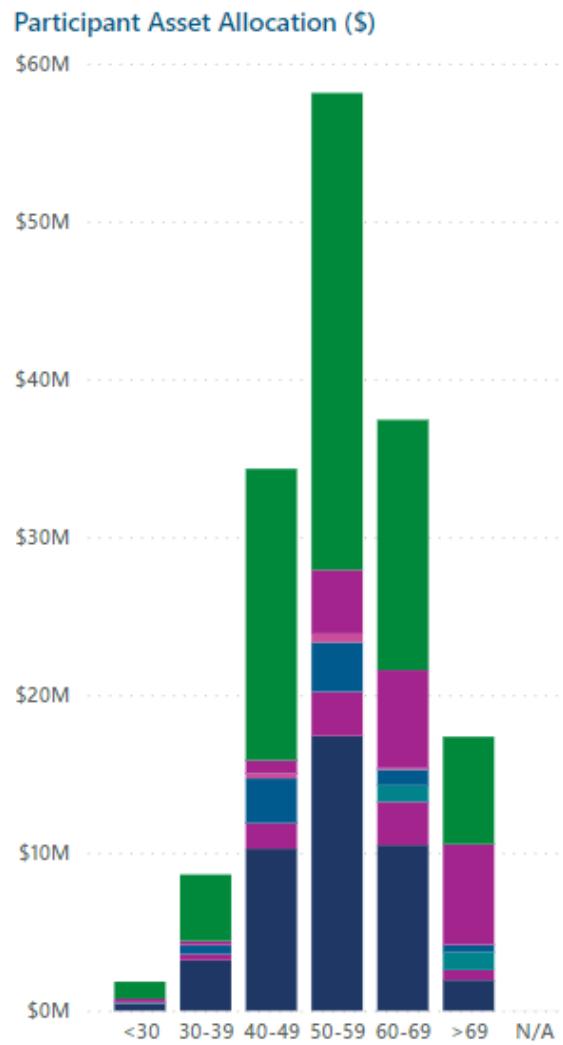


Asset Allocation by Asset Class



# Participant Asset Allocation

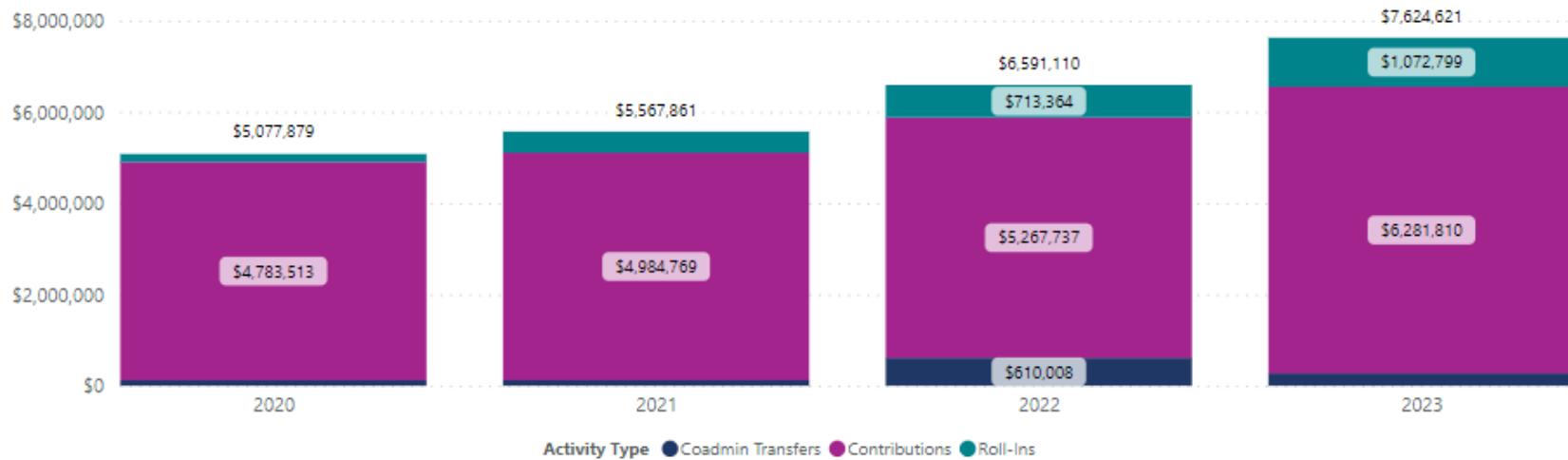
## December 31, 2023



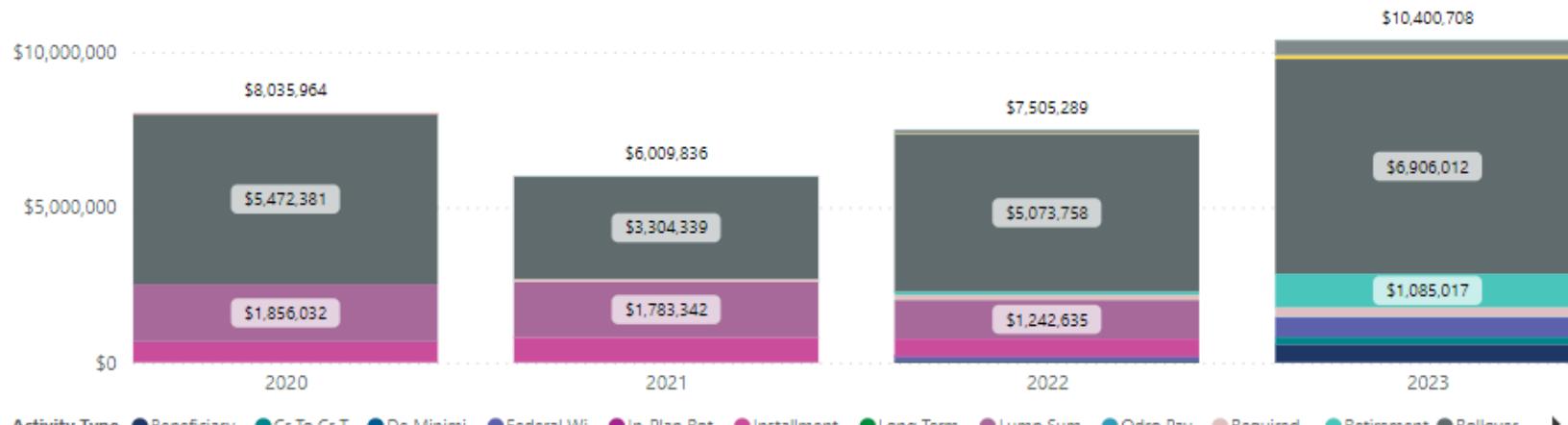
# Contributions vs. Distributions

## December 31, 2023

### Contributions/Roll-Ins



### Participant Disbursements (activity 2020 to present only)



# Cash Flow

## December 31, 2023



[Cash Flow](#)  
\$10,000,000





# Review of 2023 Goal-Based Programs

Q1

**January-March**

Financial Wellness: New Year, New Goals



Mobile App

Q2

**April-June**

Retirement 101: Understanding Your Plan



Financial Wellness Center

Q3

**July-September**

Investing: Making Your Savings Count



E-Newsletter &amp; Emails

Q4

**October-December**

Pulling It All Together: Am I on Track?



RPS Workshops &amp; Appointments



Financial Planning Webinars &amp; CFP® Consultations



# 2022 Plan Education and Outreach

## Education

**46**

On-Site/Virtual Days

**380**

RPS Consultations

## Participation & Savings

**144**

Enrollments

**19%**

Increase in 457 Contributions

## Financial Wellness

**24**

CFP® Webinars

**7/291**

RPS Group Meetings/Attendees

## Retention

**\$1,165,195**

Roll Ins

## Group Meetings Who We Saw

4/25 Madison Police - 60 (virtual and in-person)

5/2 Madison Police - 60 (virtual and in-person)

5/11 Water Dept (Patterson location) - 30 (in-person)

6/7 Madison Police - 45 (in-person) New Hire Class

6/14- 50 (virtual) City Wide Webinar

6/23 Madison Fire 30 (virtual)

12/7 Madison Police 16 (in-person) New Hire Class



# 2024 Strategy

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# 2024 Goal-Based Programs

**Q1**

Financial Wellness:  
Ready. Set. Save.

**Q2**

Your Retirement  
Plan: Maximize Your  
Opportunities

**Q3**

Investing: Focus on  
Your Future

**Q4**

Secure Your  
Retirement:  
Celebrate Your  
Savings

## Market Overview and Responsive Communications



Mobile App



Financial Wellness  
Center



E-Newsletter &  
Emails



RPS Workshops  
& Appointments



Financial Planning  
Webinars & CFP  
Consultations



Enroll



Learn



Save



Invest



Monitor &  
Update



Retire



# What does the **Financial Wellness Center** offer?

Explore, learn, and plan. This easy-to-use, interactive hub offers tips and tools to help your employees save, invest, and retire.

[Learn More](#) 



## Popular Financial Topics

Get answers to your questions about retirement planning, debt management, emergency savings, college tuition planning, health care, investing, and more.



## 100+ Tools and Resources

Learn from videos, charts, calculators, articles, and tutorials.



## One Convenient Location

Easily access these tools in one place, at any time, right from your account.



# Financial Planning Program

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# Financial Planning Education Program



New in 2024!

Financial planning services are available to **ALL** participants

## Services by CFP® professionals include:

- Financial planning workshops and seminars
- Individual consultations
- Retiree/alumni group meetings
- Offsite engagements for invited participants

Additional Employee Benefits

Increases understanding and Utilization of Plan

Help Encourage Employees to Retain Assets in Plan

Better Preparation for Retirement



# Services Provided by MissionSquare CFP® Professionals

	<b>Financial Education</b> (For All)	<b>Financial Planning</b> (>\$100K in MSQ Assets)	<b>Personal Planning</b> (>\$1M in MSQ Assets)
Webinars and Seminars	✓	✓	✓
Consultations With a CFP® Professional	✓	✓	✓
Communications on Relevant Financial Topics	✓	✓	✓
Social Security Analysis and Strategies	✓	✓	✓
Personalized Financial Goal Plan*		✓	✓
A Dedicated CFP® Professional		✓	✓
Exclusive Educational Webinars (Targeted)			✓

\* Financial plans are offered at no additional cost if participant has an aggregate MissionSquare account balance of \$100,000 or more. Otherwise, there is a \$175 fee. RHS plan balances are not included.

# 2024 Webinar Program

Our webinars reinforce our commitment to offering financial wellness tools and resources to help meet participants' education needs as they journey to and, just as importantly, through retirement. View the full schedule: [www.missionsq.org/cfpwebinars](http://www.missionsq.org/cfpwebinars).

**MissionSquare**  
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## 2024 Webinar Schedule

 MissionSquare Retirement's **CERTIFIED FINANCIAL PLANNER™ professionals** provide clear and personalized guidance to those who serve our communities. Our webinars reinforce our commitment to offering financial wellness tools and resources to help meet participants' education needs as they journey to and, just as importantly, through retirement.

For the schedule of topics and to sign up for webinars, visit [www.missionsq.org/cfpwebinars](http://www.missionsq.org/cfpwebinars).

**All times are Eastern.** Presenters, content, dates, and times are subject to change.

January		March	
Financial Planning Basics: How to Set and Achieve Your Goals	January 10 1 p.m.	Maximizing Your Investments: Ensuring Your Retirement Is on Track	March 6 1 p.m.
The Importance of Long-Term Care Planning in Retirement	January 17 1 p.m.	Maximizing Your Retirement Through Tax Planning	March 13 1 p.m.
10 Questions for a Successful Retirement: A Guide for the Retiree	January 24 1 p.m.	Retirement Income Planning: Tips to Help Make Your Money Last	March 20 1 p.m.
Quarterly Economic Overview	January 31 1 p.m.	The Medicare Puzzle: Understanding Your Medicare Options	March 27 1 p.m.
February		April	
Planning for the Future: The Fundamentals of Retirement Investing	February 7 1 p.m.	Retirement 101: A Comprehensive Overview	April 3 1 p.m.
Roth IRA: A Flexible and Tax-Efficient Way to Save for Retirement	February 14 1 p.m.	How to Pay Off and Prevent Debt	April 10 1 p.m.
Navigating the Next Chapter: Preparing for Your Retirement	February 21 1 p.m.	How Health Can Affect Wealth in Retirement	April 17 1 p.m.
Social Security: Understanding Your Retirement Benefit Options	February 28 1 p.m.	Quarterly Economic Overview	April 24 1 p.m.

### Webinar Descriptions

 **10 Questions for a Successful Retirement: A Guide for the Retiree**

Transitioning into and through retirement can be rewarding and challenging. So having a plan is important. We'll focus on 10 key questions you should ask, from saving, Social Security and Medicare, to managing your investments, withdrawals, and taxes.

**An Introduction to Annuities**

Baby Boomers are facing a retirement that may last 30 years or more. But many retirees will need to supplement their retirement income, as fewer have access to traditional pension plans they can depend on. See if and how an annuity can play a role in your future.

**Effective Estate Planning: Protecting Your Assets for the Future**

An effective estate plan can help ensure your family's financial needs will be taken care of and that your personal wishes will be carried out in the event of your death.

**Financial Planning Basics: How to Set and Achieve Your Goals**

Everyone can benefit from a financial plan tailored to individual needs and circumstances. A financial road map can motivate you to save money, help you meet your financial goals, and improve your overall financial security now and in the future.

**How Health Can Affect Wealth in Retirement**

An in-depth look into the many different aspects of planning and preparing for unexpected (and expected) health care costs in retirement, including Medicare and long-term care considerations.

**How to Pay Off and Prevent Debt**

Are you concerned about your level of debt? You're not alone. Here we look at some guiding principles of dealing with debt, how to attack paying it off, and, perhaps more importantly, discuss the importance of preventing it from happening in the first place.

**Making Every Dollar Count: Tips for Smart Spending**

Learn how to prioritize so that you spend on what you truly want and can afford.

**Making the Most of Social Security: Retirement Income-Enhancing Strategies**

Understand the basic elements of the Social Security program and focus on strategies that can help you make the most of the benefits you receive.

**Maximizing Your Investments: Ensuring Your Retirement Is on Track**

An investing strategy is a carefully planned and prepared approach to managing and accumulating money to help meet your short-term, mid-term, and long-term financial goals. Investment planning requires discipline and patience, but it doesn't have to be difficult.

**Maximizing Your Retirement Through Tax Planning**

Taxes may be the hidden expense in your retirement plan. Take a closer look at understanding how taxes work and how to prepare for and manage your tax liabilities in retirement.

**Navigating the Next Chapter: Preparing for Your Retirement**

If you're retiring soon, you probably have questions about your retirement accounts. Learn what you should consider next.

**Planning for the Future: The Fundamentals of Retirement Investing**

Whether you're just starting out or need a refresher, we'll discuss basic investing concepts, including risk, asset allocation, diversification, rebalancing, market timing, and dollar-cost averaging.

# Actions for Public Service Employers to Take



## Prepare Your Plan for Roth Catch-Up Contributions

If your plan offers catch-up contributions, you'll need to amend your plan to include Roth age-based catch-up contributions before Jan. 1, 2026.

SECURE 2.0 requires this feature for employees making over \$145,000 per year.

[Read the Guide](#)



## Amend Your Plan to Eliminate the "first day of the month" Rule

SECURE 2.0 eliminates the 457(b) "first day of the month" rule and allows deferral rate elections to be made anytime prior to the date compensation being deferred is available.

[How to Make Plan Changes](#)



# 2024 Contribution Limits

Elective deferral limits for 457 and 401(k) plans increase

Limitations (457)	2024	2023	2022
Annual Deferral Limit	\$23,000	\$22,500	\$20,500
"Pre-Retirement" Catch-Up Limit	\$23,000 (\$46,000 total)	\$22,500 (\$45,000 total)	\$20,500 (\$41,000 total)
"Age 50" Catch-Up Limit	\$7,500 (\$30,500 total)	\$7,500 (\$30,000 total)	\$6,500 (\$27,000 total)

Limitations (401(a) and 401(k))	2024	2023	2022
401 Defined Contribution Plans—Annual (\$415(c)(1)(a))	\$69,000	\$66,000	\$61,000
401 Defined Benefit Plans—Maximum Annual Benefit* (\$415(b)(1)(a))	\$275,000	\$265,000	\$245,000
401 Annual Compensation Limit** (nongrandfather/grandfather) (\$401(a)(17))	\$345,000/\$505,000	\$330,000/\$490,000	\$305,000/\$450,000
Annual Deferral Limit for 401(k) Plans (\$402(g))	\$23,000	\$22,500	\$20,500
401(k) "Age 50" Catch-Up Limit (\$414(v))	\$7,500 (\$30,500 total)	\$7,500 (\$30,000 total)	\$6,500 (\$27,000 total)

[More details on the retirement plan limits are available from the IRS.](#)

\* Special limitations apply to defined benefit plans. Please contact your defined benefit plan administrator should you require additional information.

\*\* OBRA 1993 provided a governmental exception for the maximum compensation limit that grandfathered certain employees under the 1993 compensation limit of \$235,840. Employees eligible to participate in a governmental plan, utilizing the ICMA-RC plan document, prior to Jan. 1, 1994, are subject to the maximum compensation limit of \$235,840 as indexed and shown above as the "grandfather" limit. Employees eligible to participate in a governmental plan, utilizing the ICMA-RC plan document, after Jan. 1, 1994, are subject to the maximum compensation limit of \$150,000 as indexed and shown above as "nongrandfather" limit.



# Questions?