



# City of Madison

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

## Meeting Minutes DEFERRED COMPENSATION COMMITTEE

*Consider: Who benefits? Who is burdened?  
Who does not have a voice at the table?  
How can policymakers mitigate unintended consequences?*

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Tuesday, August 2, 2022

10:30 AM

Virtual

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### CALL TO ORDER / ROLL CALL

Also present were Gregg McManners; Mark Strassburger, Andrew Seaborg, Andrew Thompson, and Thomas Pranica of The Capital Group; and Craig Wild, Kaitlyn Barte, and Kelly Voight of Fidelity Investments.

**Present:** 5 - Harper Donahue; Craig Franklin; David Schmiedicke; Adriana Peguero and William Wick

**Absent:** 2 - Erin Hillson and Theodore Higgins

### APPROVAL OF MINUTES

A motion was made by Schmiedicke, seconded by Peguero, to Approve the Minutes of the May 19, 2022 meeting. The motion passed by voice vote/other.

1. [72878](#) Public Comment (8/2/22 Deferred Compensation Committee Meeting)

### DISCLOSURES AND RECUSALS

No disclosures or recusals were made.

### NEW BUSINESS

### DISCUSSION ITEMS

2. [72873](#) Current Service Provider Roles and Responsibilities - Lincoln Plan:  
Discussion of Request for Proposal Results

The Capital Group reported the results of the recent Requests For Proposal (RFP) process for service providers to the Lincoln Plan. Thompson outlined the three different roles sent for bid: (1) investment advisor, (2) recordkeeper/custodian, and (3) third party administrator. He further outlined the rigor of the RFP process (contacting all major 457(b) plan service providers (including existing providers), requesting and reviewing completion of a 172-question questionnaire, contacting references, conducting finalist interviews, etc.). Thompson commented on the absence of a response from current services providers Charles Schwab (custodian) and Alliance Benefit

Group of Illinois (investment advisor). Thompson also noted limited response from current service provider Epic Retirement Plan Services (recordkeeper and third party administrator). Thompson outlined major service providers contacted and noted why some other “familiar” names were not contacted. Of note, Thompson stated Empower Retirement, a large player in the 457(b) industry, was unable to respond to the RFP because they currently serve the State of Wisconsin’s plan and the State did not permit them to respond.

Based on a wide variety of factors, including but not limited to: client service, technological capabilities, industry reputation, reports from references, questionnaire responses, overall experience, and fees, The Capital Group recommended selecting Fidelity Investments as the Plan’s new recordkeeper and custodian, MAP retirement as the plan’s third party administrator, and Envestnet as the new investment advisor. The Committee offered no questions or comments regarding the RFP or The Capital Group’s recommendations.

Thompson proceeded to state the next-steps required to replace of the current service providers and recommended the implementation of a plan “expense bucket.” Again, the Committee offered no questions or comments.

3. [72874](#)

Current Service Provider Roles and Responsibilities - Lincoln Plan:  
Presentation by potential recordkeeper/custodian replacement

Wild, Barte and Voight then joined and made a presentation to the Committee on Fidelity Investment’s service capabilities. Specifically, Fidelity emphasized their investment and commitment to cyber security. Additionally, they commented on the importance of diversity and inclusion to their corporate culture, specifically as it related to their hiring practices. Finally, they provided a demonstration of their website and cell phone application capabilities. McManners asked if it would be possible for participants to adjust their distributions directly from their cell phone app, Fidelity noted it was possible. There were no other questions or comments from the Committee.

## ADJOURNMENT

A motion was made by Franklin, seconded by McManners, to Adjourn. The motion passed by voice vote/other.